

# ACCOUNTABILITY STATEMENT 24/25



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# Accountability Statement

## Contents

Introduction and Purpose	page 3
Context and Place	pages 3-5
Approach to Developing the Annual Accountability Statement	pages 6-7
Contribution to National, Regional, Local Priorities	pages 8-14
How We Meet Our Local Needs Duty	pages 14-15
Corporation Statement	page 15

## **Introduction and Purpose**

Barnet and Southgate College is committed to ensuring our emerging new Strategic Plan, *2030 Vision*, reinforces our intent to offer a relevant, responsive and agile curriculum.

This remains a core element of our wider purpose as an anchor institution in our region, serving our communities and the industry and business skills needs of the region.

Our curriculum offer is, and will continue to be, strategically aligned to local, regional and national skills priorities including the London Local Skills Improvement Plan (LSIP) and London Mayoral skills priorities to provide training provision which addresses employer skills demand whilst also meeting learners' needs. It is partly through this process that Barnet and Southgate College meets its Local Needs Duty and helps to ensure that courses are still relevant and that they will lead to progression and ultimately sustainable employment.

Curriculum planning is evidence based, using statistics from NOMIS, the Employer Skills Survey, RCU and bespoke labour market profiles from Lightcast. Our offer also reflects employer input which we encourage through sector level relationships between teaching staff and employers; employer advisory boards and events; and regular employer feedback through numerous channels.

Over the course of the 2024 / 25 Academic Year, we will continue to evolve and enhance our response to national, regional and local skills and employment needs. We will do this by making this a key pillar of our new Strategic Plan, working collaboratively with key partners and stakeholders in the development and delivery of a relevant, responsive, and agile curriculum, and growing our partnership working with other education providers across our region.

## **Context and Place**

Barnet and Southgate College's four campuses are in High Barnet, Southgate, Colindale and Edmonton Green, each with an offer reflecting the communities it serves.

As well as local residents, Barnet and Southgate College attracts learners from outside London to complete employability programmes and apprenticeships with our employer partners, some of whom operate nationally.

We support over 13,700 learners a year on a range of programmes including 16-19 Study Programmes, Professional Qualifications, Apprenticeships, SEND, ACL (Tailored Learning), Higher Education, ESOL and Sector Based Work Academy courses.

The College prides itself on reaching out to learners from disadvantaged groups and under-represented groups, for example in 23/24, 57% of Barnet and Southgate

College learners were from BAME backgrounds. In 2023/24 48% of A-Level students lived in disadvantaged areas and 82% were from ethnic backgrounds other than English/Welsh/ Scottish/Northern Irish/British.

Barnet and Southgate College's specific programmes, designed to reach learners who may not otherwise access traditional further education, will continue in 24/25 including:

- Our Inclusive 6th Form (for students who have needs identified through CAMHS or progressing from hospital schools),
- Targeted provision of community-based training for residents in partnership with a housing association,
- Engaging hard to reach learners and minority groups through Tailored Learning offered in 120+ local community settings,
- The Pathway Centre for Learners with Learning Difficulties and Disabilities.
- Targeted bespoke provision for refugee and migrant communities.
- Essential skills for hard-to-reach adults including English, maths and digital.

The work outlined above contributes to the cross-cutting theme of the London LSIP in relation to labour market inclusion by actively seeking to provide an accessible curriculum for a wide range of future students, leading to learning that will enhance their chances of further education or employment.

Small and Medium Enterprises (SMEs) account for 99.8% of all businesses in London, generate around half of all business turnover and sustain approximately 52% of all employment.

The Economic and social context that Barnet and Southgate College operates within is complex and demonstrates the importance of depth and breadth in our curriculum in order to cater for the range of learning needs our communities demand.

- In Enfield Borough in 2023, 93.1% of businesses were classified as micro employing 10 or fewer employees
- 53.6% of jobs were within the sectors of Care and Health, Retail, Administration and Education.
- At 29.7%, in 2023, Enfield had an economic inactivity rate markedly above the London average of 21.4% and UK average of 21.2%,
- Barnet Borough is the largest in London and in 2023 had 26,720 employers employing 142,000 people.
- At 43.7% of employee jobs, Care and Health, Education, and Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles were large sectors for employment.
- 94% of Barnet businesses were micro employing 10 or less employees.
- At 26.4% in 2023, Barnet had an economic inactivity rate above London average (21.4%) and UK average (21.2%),

In response to this context, we have targeted delivery of training to SMEs in both Barnet and Enfield in collaboration with the two local authorities, Jobcentre Plus and partners including the Mayoral Academy Hubs.

These have been guided by London's strategic sector prioritisation as determined for the London Local Skills Improvement Plan :

London's LSIP identifies 4 priority sectors:

- Creative
- Health & Social care
- Built Environment
- Hospitality

The LSIP also identifies 4 cross-cutting themes:

- Digital
- Green
- Transferable Skills
- Labour Market Inclusion

Within the LSIP, each sub-region has identified its own priority skills needs:

Local London:

- Construction and Engineering
- Health & Social Care
- Digital and Creative
- Manufacturing
- Distribution and Logistics

West London Alliance:

- Health & Social Care
- Creative, Media and Film
- Hospitality
- Transport and Logistics
- Retail
- Manufacturing

The extent to which we respond to these sectoral, and to identified national priorities is outlined below in this Accountability Statement.

## Approach to Developing the Annual Accountability Statement

The College's current curriculum strongly reflects and reacts to published skills and priority sector needs. This has been informed by clear insight into national, regional and local skills demands gained through our existing partnerships with industry and employers; local authorities including the GLA; and the London sub regional partnerships for the West London Alliance and Local London areas.

Our curriculum planning has identified a much broader response to this demand than the smaller number of targets and priorities reflected in this accountability statement. We have sought to identify here those that most strongly support priorities identified at a national, regional and local level. They are therefore the areas where we believe that our impact as a college will be greatest in terms of change of approach, scale of delivery or impact. However, it is important to reiterate that we believe that all planned delivery including areas of growth is well grounded in a clear understanding of need.

This set of priorities has been formulated and tested with input from our Quality of Teaching and Student Experience Committee with final approval of our full board. The board and this committee have been closely involved over a period of time in the formulation of our growth and curriculum strategy and so have been able to approach this prioritisation from an informed position.

Specifically, the partners and networks that we have engaged with in the development of this plan include:

- GLA
- London Boroughs of Barnet, Enfield and Haringey
- Hertsmere Council
- Business LDN (the London LSIP)
- Local London
- West London Alliance
- Jobcentre Plus
- 5 Mayoral Academy Hubs
- Local London and West London LSIF Partnerships
- North London Business Chamber (located in one of our college campuses)
- Federation of Small Businesses
- Employers (targeted in specific curriculum areas such as construction or creative skills)
- Local Voluntary and Community Sector Organisations
- London Adult Community Providers
- Middlesex University
- College and training provider networks
- Regeneration partnership boards

Barnet and Southgate College works extensively with other colleges and training providers across the West and Local London areas most notably through the London Mayoral Sectoral Academies, Strategic Development Fund and LSIF projects and the delivery of Tailored Learning in Barnet and Enfield.

Barnet and Southgate College is part of 5 Mayoral Academies: Local London Green

and Digital Skills Hub, West London Green Skills Hub, West London Creative Skills, Creative Hub (pan London) – Games, Animation & VFX and North London Care Hub. The academies facilitate collaboration to co-ordinate curriculum offers, to maximise resources, share expertise and streamline employer engagement and input.

Through previous delivery of Adult Community Learning and future delivery of Tailored Learning, the College works with local organisations, including small VCS organisations to reach out and deliver programmes in the community. It also works with Barnet and Enfield councils to lever in additional resources and deliver courses for disadvantaged learners when opportunities arise.

## Contribution to National, Regional, Local Priorities

The table below shows the breadth of courses the College is offering across the priority sectors.

SECTOR	PRIORITY	Study Programme	T Level	Apprenticeship	Higher Technical Qualification	Adult Funded provision	Free Courses for Jobs	Bootcamp / SWAPs / Other
Engineering	Nat / GLA	✓	✓		✓			
Science and Mathematics	Nat / GLA	✓	✓		✓	✓	✓	
Construction	Nat / LSIP / GLA	✓	✓	✓		✓		✓
Digital and Technology	Nat / LSIP / GLA	✓	✓		✓	✓	✓	✓
Health and Social Care	Nat / LSIP / GLA	✓	✓		✓	✓		✓
Haulage and Logistics	Nat / LSIP / GLA			✓				
Manufacturing (inc Food)	Nat / LSIP			✓				
Creative	LSIP / GLA	✓	✓					✓
Retail	LSIP / GLA	✓						
Hospitality	LSIP							
Green Skills	LSIP / GLA	✓		✓		✓		
Essential Skills (inc ESOL, Digital, Work-ready, M & E)	Nat / LSIP / GLA	✓				✓		✓

### Priorities and Actions

The same priorities from 23/24 are also relevant to this accountability statement and they relate to the next 12 month period. In each case we have set out why this is a priority, what we have done, and will continue, in response to the priority during 23/24, and planned initiatives for 24/25. This includes introducing and /or expanding government priority programmes of T Levels, Higher Technical Skills, Apprenticeships



and Free Courses for Jobs.

1. Expand our offer in response to demand for Digital and technology skills	
Why this is important	<ul style="list-style-type: none"> <li>• Digital and Technology identified as a national priority</li> <li>• Digital skills identified as a mayoral and LSIP priority</li> <li>• College growth strategy identified unmet local demand</li> </ul>
What we have done and will continue	<p>Expand breadth of provision to provide better progression routes / access to training:</p> <ul style="list-style-type: none"> <li>• ACL Digital Skills for everyday life and work. Supporting people and communities to be digitally able.</li> <li>• Level 1 Award in IT</li> <li>• Level 2 Certificate in IT</li> <li>• Level 3 Certificate in IT</li> <li>• BTEC Introductory ICT Diploma</li> </ul>
Planned for 24/25	<ul style="list-style-type: none"> <li>• New immersive technology facilities that will provide interactive and engaging learning experiences to students and will also facilitate collaboration with other colleges and partners.</li> <li>• T Level Digital Infrastructure Yr 1</li> <li>• FCFJ Cyber Security/Networking</li> <li>• ICDL Level 3</li> </ul>

2. Expand our offer in response to demand for Health and Social Care skills	
Why this is important	<ul style="list-style-type: none"> <li>• Health and Social Care identified as a national priority</li> <li>• Health and social care identified as a mayoral and LSIP priority</li> <li>• College growth strategy identified unmet local demand</li> <li>• College experiencing skills shortage in SEND required to support inclusive learning</li> </ul>
What we have done and will continue	<p>Expand breadth of provision to provide better progression routes</p> <ul style="list-style-type: none"> <li>• / access to training: Award Internal Quality Assurance Assessors Award</li> <li>• SWAP courses in the Health and Social Care Sector.</li> </ul> <p>Introduction of new T Level:</p> <ul style="list-style-type: none"> <li>• T Level Early Years Educator</li> </ul>
Planned for 24/25	<ul style="list-style-type: none"> <li>• T Level Assisting Healthcare Sciences Yr 1</li> <li>• T Level Supporting the Adult Nursing Team Yr 1</li> <li>• FCFJ Certificate in Medical Science Level 3</li> </ul>

3. Expand our offer in response to demand for manufacturing skills	
Why this is important	<ul style="list-style-type: none"> <li>• Manufacturing identified as a national priority</li> <li>• Manufacturing identified as a west London sub regional priority</li> <li>• Existing industry partners expressing demand for our existing expertise in delivery</li> </ul>
What we have done and will continue	<ul style="list-style-type: none"> <li>• Expand (national and home counties):</li> <li>• Level 2 Lean Manufacturing Operatives</li> <li>• Level 3 Improvement Technician</li> <li>• Level 4 Process Leader</li> </ul>
Planned for 24/25	<ul style="list-style-type: none"> <li>• Level 4 Associate Project Manager</li> </ul>

4. Expand our offer in response to demand for Construction (including Green) skills	
Why this is important	<ul style="list-style-type: none"> <li>• Construction and Green skills identified as national priorities</li> <li>• Construction and Green identified as mayoral and LSIP priorities</li> <li>• College growth strategy identified unmet local demand</li> </ul>
What we have done and will continue	<p>Expand:</p> <ul style="list-style-type: none"> <li>• Level 3 Gas Engineering Apprenticeship</li> </ul> <p>Expand breadth of provision to provide better progression / access to training:</p> <ul style="list-style-type: none"> <li>• Level 3 Solar PV Installers</li> <li>• Level 3 EV Charging Installation</li> <li>• Level 3 Award in Air Source Heat Pump Systems</li> </ul> <p>Introduction of new T Levels:</p> <ul style="list-style-type: none"> <li>• T level Plumbing and Heating Engineer</li> </ul> <p>Expand co delivery with industry partners:</p> <ul style="list-style-type: none"> <li>• Cadent Gas academy (Level 4 units)</li> <li>• Cadent Gas Pre-Employment Training</li> <li>• New SWAP style programmes in Construction supporting local and home counties employers</li> </ul>
Planned for 24/25	<ul style="list-style-type: none"> <li>• Apprenticeship Level 2 Carpentry and Joinery</li> </ul>

5. Expand our offer in response to demand for Engineering and Science skills	
Why this is important	<ul style="list-style-type: none"> <li>• Engineering and Science identified as national priorities</li> <li>• College growth strategy identified unmet local demand</li> </ul>
What we have done and will continue	<p>Expand breadth of provision to provide better progression / access to training:</p> <ul style="list-style-type: none"> <li>• Level 1 Engineering</li> </ul> <p>Introduction of new T Levels:</p> <ul style="list-style-type: none"> <li>• T Level Laboratory Science</li> </ul>
Planned for 24/25	<ul style="list-style-type: none"> <li>• T Level Electrical/Electronic Engineering Yr 1</li> <li>• HTQ Engineering</li> </ul>

6. Expand our capacity to meet demand for ESOL	
Why this is important	<ul style="list-style-type: none"> <li>• Labour market inclusion identified as a London LSIP cross cutting theme</li> <li>• College recognises increased unmet local demand</li> </ul>
What we have done and will continue	Significantly expand capacity to provide ESOL courses through adult community learning, main college delivery and partners.
Planned for 24/25	Increase ESOL volumes through ASF tailored learning

7. Expand our capacity to meet demand for Sports based learning	
Why this is important	<ul style="list-style-type: none"> <li>• College recognises increased unmet local demand</li> <li>• College has track record of strong onward progression from sports-based curriculum into employment or higher education</li> </ul>
What we have done and will continue	<p>Improve progression pathways into Higher Education through partnership arrangements with Middlesex University</p> <p>Expand breadth of provision:</p> <ul style="list-style-type: none"> <li>• Level 2 E-Sports</li> </ul>
Planned for 24/25	<ul style="list-style-type: none"> <li>• L2 YMCA Diploma in Exercise and Fitness Instructing</li> <li>• VTCT Level 3 Diploma in Sports Massage Therapy</li> <li>• Expand delivery of sports-based provision in the western catchment area:</li> <li>• Level 2 and 3 in Sports (Partnership)</li> </ul>

8. Expand our capacity to meet the demand for Creative Skills	
Why this is important	To support the expansion of local creative industries employers
What we have done and will continue	<p>Expand:</p> <p>Expand breadth of provision to provide better progression / access to training:</p> <ul style="list-style-type: none"> <li>• BTEC Level 2 Creative Technology</li> <li>• Level 2 Next Gen</li> <li>• Level 2 Performing Arts</li> <li>• Pre-Employment Training that enables local people to progress into work and support local employers with filling vacancies in the creative sector.</li> <li>• Partnered in a successful LSIF bid for West London Alliance resulting in securing investment for 3 new studios.</li> </ul>
Planned for 24/25	<ul style="list-style-type: none"> <li>• T Level Content Creation and Production Yr 1</li> <li>• T Level Digital Production, Design and Development</li> <li>• UAL L3 Music Production</li> <li>• UAL L2 Music Production</li> <li>• UAL L3 Fashion Business Retail</li> <li>• Level 2 Hair and Media Makeup</li> <li>• Launch STUDIO ; Sound, TV &amp; Film and Games and VFX industry standard studios</li> <li>• Launch commercial offer for Creative Industry SMEs, Micro Business and Start-Ups</li> </ul>

9. Further develop and share our successful models of employer / provider partnership	
Why this is important	<p>The London LSIP identifies a need to develop better educator / employer partnerships across London</p> <p>The college has significant expertise and good practice to share with the sector and LSIP</p>
What we have done and will continue	<p>Actively promote and showcase the range of our approaches for working closely with employers and encourage wider take up of these for example:</p> <ul style="list-style-type: none"> <li>• Health &amp; Social Care, and construction SWAP style courses with major employers with higher than national average progression to sustainable jobs</li> <li>• Industry / college co delivery such as Gas</li> <li>• In work upskilling in health and care sector</li> <li>• Partnering in successful LSIF bids for Local London and West London Alliance</li> <li>• Beginning installation of Immersive Learning facilities which will make it possible to share teaching resources with partners.</li> </ul>
Planned for 24/25	<ul style="list-style-type: none"> <li>• Launch new Immersive Learning Suites</li> </ul>

10. Develop and share our successful models of inclusive access to training and development	
Why this is important	<ul style="list-style-type: none"> <li>• Building an Inclusive London Workforce is a theme identified by the London LSIP</li> <li>• The college has significant expertise and good practice to share with the sector and LSIP</li> </ul>
What we have done and will continue	<p>Actively promote and showcase the range of our approaches to inclusive learning and encourage wider take up of these. for example:</p> <ul style="list-style-type: none"> <li>• Free courses for jobs</li> <li>• Partnership with the Housing Associations targeting tenants</li> <li>• Inclusive 6<sup>th</sup> Form</li> <li>• Targeted delivery to over 50s including short IT courses and upskilling from Pre-Entry to Level 3.</li> <li>• Adult Community Learning aligned to local labour market needs targeted at disadvantaged learner groups.</li> <li>• Delivery of Multiply in College and as Adult Community Learning</li> </ul>
Planned for 24/25	<ul style="list-style-type: none"> <li>• Replacement of Multiply programmes (funding is gradually tapering off) with ASF programmes as Tailored Learning</li> <li>• Replacing Adult Community Learning with increased volumes of Community Tailored Learning</li> <li>• Introduce additional evening courses to widen College accessibility for our communities</li> </ul>

## How We Meet Our Local Needs Duty

Barnet and Southgate College's priorities, as detailed above, have been determined through a review process for each curriculum area to scrutinise how closely our curriculum is meeting local needs of employers and learners.

The College's major investments in T Level delivery, facilities to deliver Higher Technical Qualifications, industry standard studios for Creative Industry students and Immersive Technology all contribute to achieving national and local strategic priorities. Through these initiatives, Barnet and Southgate is strengthening employer engagement at all levels as they input to the design of our curriculum and facilities and increasingly support our learners with opportunities for work experience, placements and jobs.

We continue to strive to build an inclusive workforce, extending opportunities to disadvantaged and underrepresented learners through our approach to delivery, and our use of ASF to deliver Community Tailored Learning. We also work with Jobcentre Plus to engage unemployed people and to help them secure employment.

Going forward, Barnet and Southgate College will ensure that it meets its Local Needs Duty through dynamic curriculum planning which adapts to emerging labour market

needs. This will be achieved through rigorous self-assessment of each course feeding into strategic planning.

## Corporation Statement

This document was approved by Board members on 20 June 2024 on behalf of the Barnet and Southgate Further Education Corporation. It is hereby confirmed that the plan as set out above reflects an agreed statement of purpose, aims and objectives.

The plan will be published on the college's website within three months of the start of the new academic year and can be accessed from the following link:  
<https://www.barnetsouthgate.ac.uk/reports>

Ofsted inspection report: <https://files.ofsted.gov.uk/v1/file/50183193>





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College