

NIC

ANNUAL REPORT





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WELCOME

TO THE NORTHAMPTON COLLEGE ANNUAL REPORT

A report that allows us to look back on past achievements and look ahead to a brighter future.

It was a year that will stay with us forever. A year that challenged us, a year that changed us – but a year that our resilience, adaptability and community spirit came to the fore.

The emergence of COVID-19 was the single dominant factor that took over our lives and shaped the way we now do things as a college. The pandemic could have derailed us – instead, it united us and it showcased the incredible fortitude of both staff and students.

In years to come, when we study the impact of COVID-19, we will look back with huge pride at the way Northampton College came together to help our community, looking after the most vulnerable members of our society and reacting with such speed and agility to ensure our students were able to fully achieve their potential.

To have achieved what we have in the face of such adversity is arguably among the greatest achievements of this college. Everyone associated with this monumental collective effort should be extremely proud.

Northampton College made huge strides in 2019/20, with a further rise in the National Achievement Rate Tables cementing our standing as the leading college in the region and the opening of our state-of-the-art Advanced Construction Engineering Centre ensuring students have access to 21st century facilities that perfectly prepare them for the modern workplace.

The COVID-19 pandemic has led to the need for rapid development of the College's Digital and EdTech capabilities to ensure that students are able to develop the skills they need for life, progression to further or higher education or apprenticeships and employment.

That progress is underpinned by the work of our Corporation and I would like to place on record my thanks to the governors that meet regularly to monitor our performance and make key decisions on strategy, policy and finance.

This team provides strategic input and support for college managers on the continuous development of teaching, learning and assessment, safeguarding and the Prevent strategy, provision for students with special educational needs and disabilities (SEND), and responses to the skills agenda set by the South East Midlands Local Enterprise Partnership.

By working together, we achieve together - and it is that spirit that served us so well throughout and beyond. We are the 'College in the Community' and it is a role we relish.

We remain committed to ensuring all students at Northampton College are treated as an individual and given a platform to fully achieve their potential, no matter what comes our way.

Our students are constantly encouraged to develop their professional and technical skills. This means taking responsibility, being prepared to excel at what they are good at and to realise their potential.

Many of our students go on to bigger and better challenges. They are the citizens who stand out, some are the leaders of the future, but whatever their goals, we aspire to support a generation of students who believe that they can make a real difference.



Pat Brennan-Barrett
Principal

*By working together,
we achieve together - and it
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'College in the Community'
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NC CONFIDENT

As a college with an outstanding reputation both locally and nationally, we are confident in our skills and in the courses, qualifications and support we offer to our students. Colleges are at the very heart of Britain's post-pandemic recovery and we can be the driving force for the whole nation as we build back better.

INSPIRATIONAL

The outstanding learning environment, together with a culture of high expectation and support gives many students a new perspective on learning.

ASPIRATIONAL

We aspire to support a generation of students who believe that they can make a difference.

They will:

- Look at a challenge and find a solution
- Succeed in a changing world
- Embrace modern technologies
- Build new companies and create new jobs, not yet imagined.

OUR STRATEGIC OBJECTIVES

1. **Quality teaching and learning – excellence for all quality remains paramount.**

Our highest priority is to ensure that our students achieve well and grow during their time in college so that they are ready to move on with confidence into further study, apprenticeships, employment or self-employment.

2. **Be an effective learning organisation**

Resources continue to be constrained by the national climate of austerity. Our aim is to use the resources available to us in the most efficient way possible so that we develop and grow through effective planning.

3. **Be the college in the community – drive the economy**

We are passionate about our community. The College belongs to Northamptonshire and exists to serve the interests of local people. We will listen carefully to the communities we serve and develop our offer alongside other organisations to make sure we support wider economic prosperity and productivity.

Our progress so far

One of the leading colleges in the country



RATED GOOD WITH OUTSTANDING
FEATURES WITH OFSTED

MISSION

To enrich the lives of our students, helping them to achieve their potential through learning while creating the workforce of the future, with a generation of hungry, adaptable and digital savvy young people at its core.

VISION

As an inclusive general further education college, we are committed to serving our learners.

We will work:

- To raise ambitions and expectations
- To raise levels of knowledge and skills
- To improve employment
- To improve community cohesion.

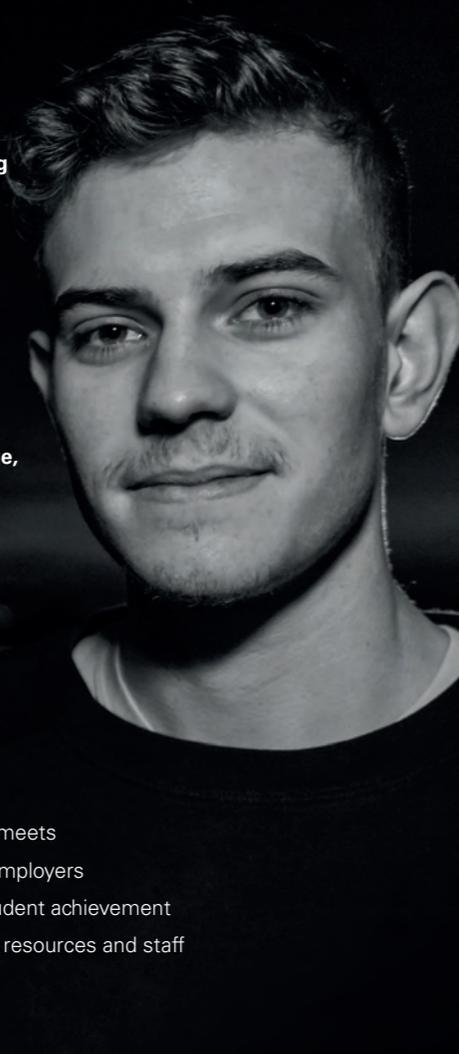
We will achieve this vision through:

- The provision of education and training which meets the needs of students, other customers and employers
- The consistent improvement of quality and student achievement
- Continuous improvement and development of resources and staff
- Be excellent in a competitive market
- Delivering the regional industrial strategy.

VALUES

Northampton College helps people to achieve their potential by:

- Respecting and helping each other
- Engaging people through teaching with expertise and enthusiasm
- Developing people through learning
- Bringing out the best in each other
- Playing a positive role in our community.



STUDENT SUCCESS

Our students are encouraged to pursue their aspirations, to look at a challenge and find a solution and to embrace modern technologies. With this mindset they will succeed in an ever-changing world, building new companies and creating new jobs, not yet imagined.

As the nation works collectively to rebuild from COVID-19, Northampton College's skills provision is of vital importance - ensuring young people have the skills they need to thrive through innovative education and training to match the ambition and demands of local employers.

Data released as part of the latest National Achievement Rates Tables (NART) shows Northampton College is placed 7th out of almost 200 colleges for 16 to 18-year-old education and training, up from 11th in the previous year's rankings.

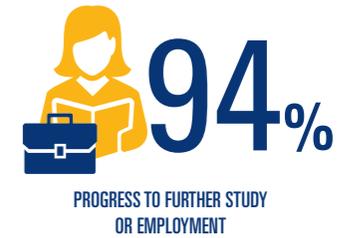
The rating cements our position as the leading college in the region, South East and among the very best in the whole country, thanks to a continued and determined focus on ensuring each individual student reaches their full potential.

The data has revealed that 96 per cent of Northampton College students pass their course, coming out as the best college in the South East Midlands region for achievement at Level 1, 2 and 3. Performance in maths and English is also comfortably above the national average, with the college ranked in 13th position for maths and 18th position for English.

The data has revealed the college is ranked fourth nationally for 16 to 18-year-old English for Speakers of Other Languages (ESOL) provision and the best in the region for all of its adult provision.

Students contributed to the reputation of the College through their success in competitions and external activities. During the last year, these included prizes for craftsmanship, and artwork and presentation for fashion students in the International Feltmakers' Design Awards; participation by Business students in the Subway Challenge; and runner up in the the 'BBC Sounds Rising Talent 16-18' category of the Young Audio Awards for media student Will Oelrich.

Student Success



Student Satisfaction



¹On programme survey 2020 based on 2,200 responses



ENGLISH AND MATHS

Despite the upheaval caused by lockdown – which saw students switch to a remote learning model - GCSE results at Northampton College remained strong, with an overall pass rate of 100 per cent and high grades above the national average.

ADVANCED CONSTRUCTION ENGINEERING (ACE) CENTRE

Following the completion of the new £4.75M Advanced Construction Engineering (ACE) Centre in September 2019, a successful launch was held involving stakeholders and students.

The project was completed after the College secured local growth fund investment in partnership with South East Midlands Local Enterprise Partnership (SEMLEP).

A total of 15 major companies, including Kier, Bowmer & Kirkland, Metcalfe's and the Murphy Group submitted written pledges to act as industry-based partners.

During its first year, the College has enrolled over 300 students on a number of innovative study programmes across different disciplines such as Brickwork, Carpentry, Joinery and Theatre/ Film Set Production, Electrical Installations, Painting, Decorating and Interior Design and Plumbing and Heating.



BOOSTING PRODUCTIVITY AND SKILLS

The College maintains strong relationships with its external stakeholders. Excellent links are in place with the South East Midlands Local Enterprise Partnership (SEMLEP) and the College continues to engage with the skills strategies of SEMLEP ensuring that these are developed as part of its curriculum map. Over half of all college provision matches the priority sectors of the LEP and remaining provision reflects demand for national services and preferred work patterns.

As the leading college in the region, we have worked in partnership with stakeholders to make an impact on the requirements of the local skills agenda. The College has:

- Partnered with the Department for Work and Pensions and Jobcentre Plus for the provision of ESOL, maths and English.
- Worked closely with Northamptonshire County Council and Prospects on the delivery of provision for the NEET group.
- Contributed as a member of SEMLEP Skills Forum working group.
- Been an Alliance member of Northamptonshire Chamber of Commerce.

FUTURE PLANS

Our new Digital Academy will open its doors in September 2021, ready to train the next generation of digital experts and take full advantage of this new world of opportunity.

Partly funded by SEMLEP's Local Growth Fund, this state-of-the-art learning environment will include an Esports arena, a TV studio, digital workshops, a Mac suite and a digital design studio plus a whole range of specialist facilities and equipment.

It forms part of our game-changing Digital Strategy, which will see every student offered a free loan of a Chromebook or laptop, a curriculum shaped specifically to meet the needs of digitally-focussed employers and students given the chance to follow the digital fluency course Digicap.

Students will supercharge their education through a highly personalised virtual learning platform, using AI technology and data-driven insights to analyse strengths and identify opportunities for extra support.

The College has:



ACHIEVED FIRST PLACE IN THE COLRIC'S BEST PRACTICE AWARD FOR LIBRARY SERVICES FOR THE DIGITAL CAPABILITIES (DIGICAP) SCHEME IN 2019



SPONSORED THE NORTHAMPTON FOOD AND DRINKS AWARDS



HAS DEVELOPED EXTENSIVE RELATIONSHIPS WITH LOCAL BUSINESSES AND ENGAGED WITH OVER 600 EMPLOYERS

Highlights include:



OF EMPLOYERS RESPONDING TO A NATIONAL SURVEY SAID THAT THEY WOULD BE LIKELY TO RECOMMEND THE COLLEGE²



OF BUSINESSES AGREE THAT WE OFFER TRAINING AND ASSESSMENT IN A FLEXIBLE WAY²

²Employer Satisfaction Survey 2019

OUR COVID-19 RESPONSE

A concerted effort to support some of the most vulnerable members of society throughout the global pandemic saw Northampton College firmly establish itself as ‘the college in the community’.

From delivering food parcels and producing protective face shields to writing a children’s book about social distancing and performing feelgood songs to lift the spirits, our staff and students have gone above and beyond during the COVID-19 outbreak.

A number of food parcels were handed out to vulnerable families while deliveries of essential supplies were also made to Northampton General Hospital and The Hope Centre, which was then able to feed 100 homeless people a day plus people in the wider community in need.

Balmoral Place care home, in Kingsthorpe, hit national headlines when it was revealed staff were facing a ‘critical’ shortage of PPE equipment. Northampton College stepped in – donating our reserves of masks, gloves and hand sanitiser to help keep staff and residents safe.

Electrical Installation and Engineering assessor Tony Thompson personally produced 50 face shields for Leicester Royal Infirmary, staff at a care home in Corby and a food distributor in Peterborough while former Mechanical Engineering student Adam Mackay supplied dozens of face shields to both Northampton General Hospital and Kettering General Hospital.

Adults with mental health needs were able to keep on learning through lockdown thanks to a remote working initiative with MIND in Daventry while Northampton College continued to offer free meals to the most vulnerable 16 to 18-year-old students over the summer holidays.

Staff and students also teamed up to produce a children’s book for youngsters attending the on-site nursery at Booth Lane. It follows the story of a loveable character Little Chum and his friend Chumbelina as they return to nursery after the holidays, having to get to grips with new guidelines around social distancing, ‘bubbles’ and hand washing.

Parts of Booth Lane, Lower Mounts and Daventry were transformed into a lateral flow testing facilities as students headed back into college after months of learning at home, ensuring they could safely return to a classroom environment and follow a new blended learning model while adhering to two metre social distancing guidelines.

All students who needed one were given laptops or Chromebooks to ensure their studies were not hampered by a lack of technology and all staff were given extensive PPE including medical grade face masks.

Cameras were installed in all classrooms to allow for remote learning, extra workshops were built to maximise available space while outdoor marquees were set up for dance, performing arts and construction students.

Open Events pivoted to ‘virtual’ online sessions, giving prospective students the chance to meet teachers remotely and find out more about college life as we continued to meet the challenges faced as a result of the pandemic and prepare to rebuild post-lockdown.



Northampton College donated masks, gloves and hand sanitiser to Balmoral Place in Kingsthorpe to help deal with the COVID-19 outbreak.



Electrical Installation and Engineering assessor Tony Thompson personally produced 50 face shields for Leicester Royal Infirmary, staff at a care home in Corby and a food distributor in Peterborough.



The College pledged to continue to fund the meals for 349 eligible 16 to 18-year-old students throughout the summer holidays, at a cost of £69,800.



Staff and students personally produced 3D-printed face shields for Leicester Royal Infirmary, staff at a care home in Corby and a food distributor in Peterborough.



Adults with mental health needs were able to keep on learning through lockdown thanks to a remote working initiative launched in partnership with charity MIND.



Staff and students teamed up to produce a children’s book explaining the impact of coronavirus for youngsters.

Building back better

The impact of the COVID-19 pandemic is expected to prompt a period of accelerated change and innovation across Northamptonshire, with companies expected to pivot to different working styles and patterns.

The further education sector has a big role to play in the UK's economic recovery and Northampton College has a vital part to play. We are committed to helping people to retrain in areas of growing demand, as new technology continues to come on board and ways of working evolve.



School of Academic and Vocational Support

Students have faced unprecedented disruption to their learning resulting from lockdowns, absence, self-isolation, and varied levels of access to digital devices/internet. This is expected to have a significant long-term impact on students, and the after-effects of lost learning could be felt for years to come.

All these challenges have been amongst a range of associated personal circumstances. It is not just academic and vocational skills that have been impacted, but also the development of the study skills required to support student progress.

To respond to the needs of vulnerable students, and the wider 'wraparound' support needs of our general student body, a new school has been created, placing learning support at the heart of the College.

The School of Academic and Vocational support will aim to bring together all learning support into one strategy, to better support and improve outcomes for students that have been disadvantaged by the loss of face-to-face teaching and learning, inclusive of those with Special Educational Needs and Disability.



.....
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.....



COMMUNITY

DURING THE LAST YEAR, THE COLLEGE WORKED ALONGSIDE COMMUNITY LEADERS, WITH SEVERAL NOTABLE ACHIEVEMENTS:



Sponsored the Northamptonshire Food and Drink Awards.



Hospitality and catering students joined forces with a team of top chefs to stage a charity dinner aimed at raising awareness of the importance of mental health.



Games Design students created a virtual reality teaching tool to help future construction workers better understand the importance of health and safety on building sites.



Staged 'Dining in the Dark' at our own restaurant 'The Lane' in conjunction with NAB, the sight support charity for Northamptonshire.

THE COLLEGE IN THE COMMUNITY

Northampton College is at the heart of our community. We are passionate about Northamptonshire and we want to see our neighbours enjoying having the college on their doorstep, engaging with us and benefiting from our facilities.

We are always keen to foster long-lasting links with local community groups, providing opportunities for organisations to access our campuses throughout the year.

Our teaching teams regularly take activities into local schools to showcase skills, and we are involved in the National Citizenship Service which provides opportunities for young people to engage in social action projects and build skills for work and life.

The COVID-19 pandemic has brought our role as the 'College in the Community' sharply into focus as we have rallied round to help our most vulnerable neighbours in such troubling times.



OUR STUDENTS

Student Profile

We place our students at the centre of all that we do and are passionate about their success. The College welcomes students of all abilities, across a wide spectrum of ages, and from a host of different backgrounds. Around 27% of students have additional learning needs or disabilities. Just over 36% of students are from a background other than white British. The data shown on page 17 reveals the diversity of our student population.

Student Success

Results indicate that students are overwhelmingly satisfied with their college experience. Student survey results are in the upper quartile for all aspects of teaching and support.

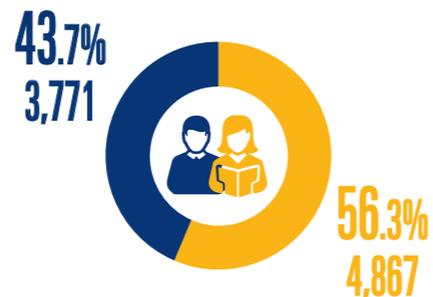
Students say that they feel safe and understand the college's expectations. Students appreciate the excellent standard of college facilities and the way these are maintained.

Students believe they are making good progress and that lessons are delivered in a way that helps them to build on existing knowledge and develop their digital skills.

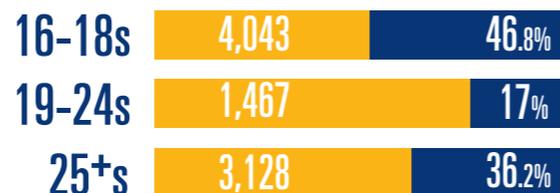
Overall student satisfaction as measured by our on-programme survey has improved and is now 94%.



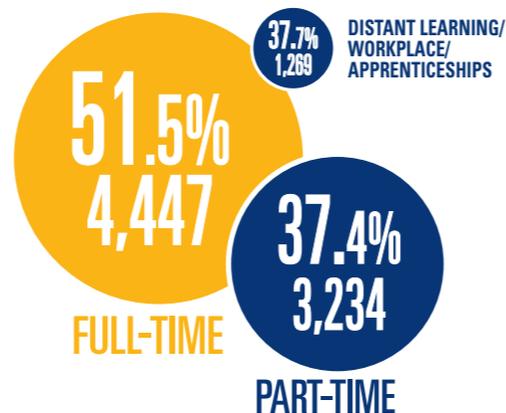
Student Gender



Student Age

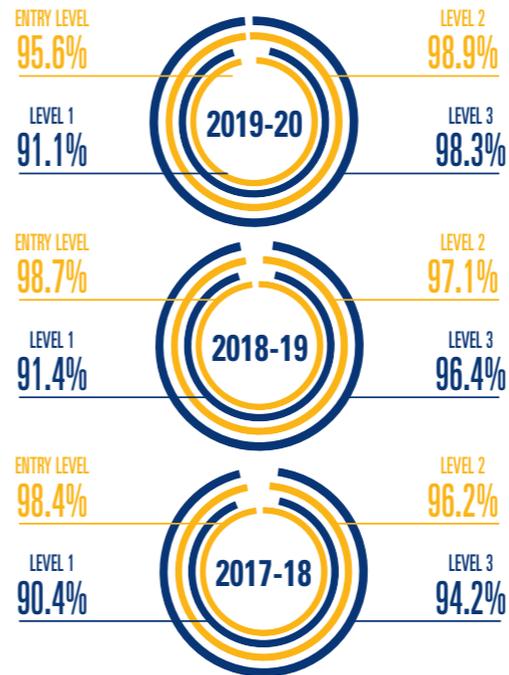


Student Mode of Attendance

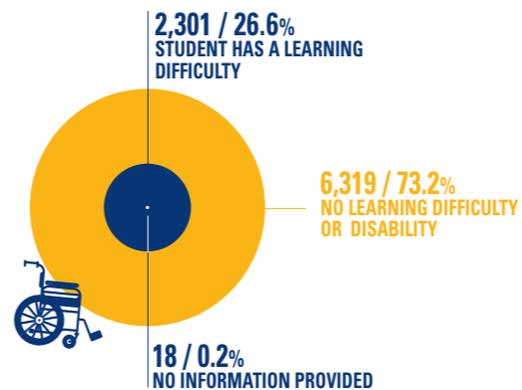


Based on an intake of 8,638 students

Student Pass Rate



Student Disability

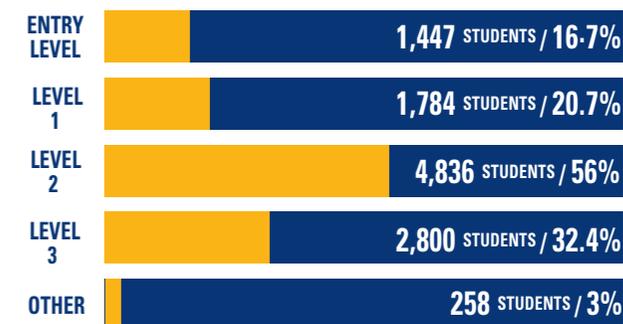


Based on an intake of 8,638 students

Student Ethnicity

Ethnic Group	Students	%
African	600	7
Any other Asian background	114	1.3
Any other Black / African / Caribbean background	69	0.8
Any other ethnic group	124	1.4
Any Other Mixed / multiple ethnic background	105	1.2
Any Other White background	1352	15.6
Arab	56	0.6
Bangladeshi	136	1.6
Caribbean	98	1.1
Chinese	24	0.3
English / Welsh / Scottish / Northern Irish / British	5,466	63
Gypsy or Irish Traveller	4	0.1
Indian	78	0.9
Irish	33	0.4
Not provided	16	0.2
Pakistani	81	0.9
White and Asian	41	0.5
White and Black African	61	0.7
White and Black Caribbean	180	2.1
Total	8,638	

Proportion of students by level



Based on an intake of 8,638 students

FINANCE

Staff Profile

A team of more than 800 individuals work with professionalism and expertise to over 8,500 students. In addition to our teaching staff, colleagues work in support roles as well as with employers and external organisations.



Financial Report

The College enjoys excellent financial health and continues to be rated as 'Outstanding' in this regard by the Education and Skills Funding Agency.

Overall turnover has increased to £30M with government grant funding being augmented by income earned through relationships with businesses and other organisations.

It is on this firm footing that the College is able to plan for future investment in resources and facilities that will maintain its position as the leading college in the region.



Outstanding Financial Health



OUTSTANDING FINANCIAL HEALTH



INCREASED TURNOVER TO £30 MILLION

Grants and Funding



SECURED A £6.3 MILLION POUND GRANT FROM SEMLEP TO BUILD A DIGITAL ACADEMY AT OUR BOOTH LANE CAMPUS



WE OPENED OUR ADVANCED CONSTRUCTION ENGINEERING (ACE) CENTRE AT OUR BOOTH LANE CAMPUS IN SEPTEMBER 2019

EMPLOYER LINKS

Aligning learning to local skill priorities

We have engaged with more than 600 key local partners – including employers such as the NHS, Balfour Beatty, Taylor Wimpey, Kier and Engie – to ensure our curriculum is effectively aligned to industry and economic needs.

The College helped to recruit around 800 apprentices to vacancies within the local workforce, providing a robust response to skills gaps within the labour market. 89% of these apprentices continued in employment after achieving their qualifications. Just under 90% would be happy to recommend the College's services to other businesses.

Our high-quality courses are shaped to deliver the skills those businesses need to succeed and include opportunities for learners to prepare effectively for employment, such as industrial placements and work experience.

As a result, almost 90% of our curriculum is aligned with local skill priorities, providing a pipeline of talent to employers in our locality, including our expanded provision in construction engineering and digital skills.

The College has also launched a brand-new range of part-time courses for adults wishing to learn new skills or earn qualifications to gain employment or progress at work.

85% of employers responding to a national survey said that they would be likely to recommend the College. 88% of businesses agree that we offer training and assessment in a flexible way.¹

¹Employer Satisfaction Survey 2019



THE COLLEGE HELPED TO RECRUIT AROUND 800 APPRENTICES WITHIN THE LOCAL WORKFORCE



OF THESE APPRENTICES CONTINUED IN EMPLOYMENT AFTER QUALIFICATIONS



JUST UNDER 90% OF OUR APPRENTICES WOULD BE HAPPY TO RECOMMEND THE COLLEGE'S SERVICES TO OTHER BUSINESSES

IN THE NEWS



SEPTEMBER 2019

Northampton College's impressive 4.75million Advanced Construction Engineering (ACE) Centre was unveiled at an official opening at Booth Lane by Andrea Leadsom MP.



OCTOBER 2019

Staff and students called on the Government to 'Love Our Colleges' as part of a national campaign lobbying for fairer funding for Further Education.



NOVEMBER 2019

Level 3 Health and Social Care student Aaliyah Aries was featured on BBC Countryfile's Children in Need Ramble, leading a team of volunteers to boost awareness of the annual fundraiser.



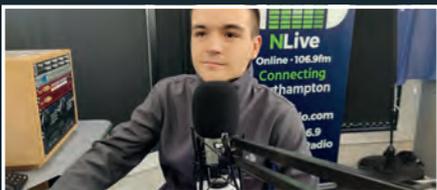
DECEMBER 2019

Music students enjoyed access to more than 1,000 online tutorials and lectures thanks to an exciting new partnership with Education & Bass – with guest contributions from stars including DJ Yoda and DJ Rap.



JANUARY 2020

Level Three business students Milena Chiruta, Mihail Spinu, Daniils Karpovs and Yusuf Litt created a bespoke sandwich as part of the Subway Challenge – reaching the finals of a national search for the ultimate lunchtime snack.



FEBRUARY 2020

Multimedia Journalism student Will Oelrich was one of three finalists in the 'BBC Sounds Rising Talent 16-18' category of the Young Audio Awards.



MARCH 2020

Balmoral Place care home was hit by a shortage of vital equipment needed in the fight against coronavirus but hailed the college's emergency donation of masks, gloves and hand sanitizer.



APRIL 2020

Data released as part of the latest 2018/19 National Achievement Rates Tables (NART) placed Northampton College 7th out of almost 200 colleges for 16 to 18-year-old education and training, up from 11th in the previous year's rankings.



MAY 2020

The building of a state-of-the-art Digital Academy at Northampton College got underway, with the first spades going in the ground during a virtual sod-cutting ceremony carried out via a live video conference call.



JUNE 2020

Musical Theatre and Dance students recorded a 'virtual cover version' of the Judy Garland song 'Somewhere Over The Rainbow' from their own homes. The recordings were then stitched together and laid over an instrumental track to form a full music video.



JULY 2020

Some of the biggest names in showbiz sent their support to Musical Theatre students, who had their hopes of starring in their end-of-year performance dashed by COVID-19.



AUGUST 2020

Apple's high-profile 'Behind The Mac' campaign featured a series of British-based creators, including Samuel Ross – a former graphic design student at Booth Lane and the man behind the in-demand designer label A-COLD-WALL.



SEPTEMBER 2020

Workers across the county were given the chance to update their skills and equip them with the knowledge they need to pursue alternative pathways and explore new opportunities with a range of free maths, English and IT courses, specifically designed for adults already in work.



OCTOBER 2020

Jack Dolan, a Level 1 Vehicle Mechanical Maintenance and Repair student at Daventry campus, became the first Northampton College student to complete the bronze, silver and gold levels of DigiCap, a scheme created to increase confidence in students' digital skills.



NOVEMBER 2020

Former supported learning student Cameron Simmons secured a job at leading logistics company Clipper – and put his progress down to his time at Northampton College.



DECEMBER 2020

Level 3 Creative Media student Leo Kelly produced a festive film that seasoned industry experts hailed as a 'masterpiece' - even rivalling the iconic John Lewis Christmas adverts.



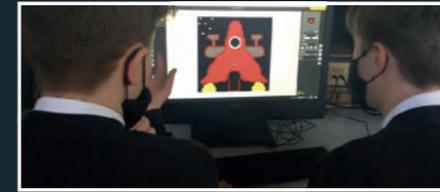
JANUARY 2021

Northampton College became one of 72 colleges across the country involved in the launch of the first-ever BTEC in Esports as competitive gaming continues to gain traction in the mainstream and evolve as a genuine career choice for the next generation of highly-skilled gamers.



FEBRUARY 2021

Northampton College's Level 3 Musical Theatre course, which has proved a "stepping-stone to stardom" for performers in some of the West End's biggest shows, was shortlisted in the 'Excellence in Musical Theatre' category of the coveted 2021 Music and Drama Education Awards.



MARCH 2021

Tech-savvy students from schools across the county were given the chance to design a spaceship, sculpt an alien and create a Minecraft-style Esports arena as part of a Star Wars-themed series of online 'Creating Digital Futures' workshops staged by Northampton College.



APRIL 2021

Wellingborough-based recycling company Auto Spares gifted the college three up-to-date vehicles, so student mechanics have the chance to accelerate their learning and practice working on cars they are more likely to encounter in their future employment.



MAY 2021

Second year students, Austin Howsam and Dan James were given a taste of success after being shortlisted for the semi-final of the Young Pastry Chef of the Year award.

Booth Lane

Booth Lane, Northampton NN3 3RF
01604 734567

Daventry

Badby Road West, Daventry NN11 4HJ
01604 736393

Lower Mounts

Lower Mounts, Northampton NN1 3DE
01604 736200

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