



**ANNUAL
ACCOUNTABILITY
STATEMENT AND
LOCAL NEEDS DUTY
2025-26**

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1. Purpose

The College's purpose is *"to support students and employers through outstanding education, training and skills development, to ensure their economic and social success."*

The College's strategic curriculum intent is set out in **'Putting Skills into Focus'**, the College's strategic plan for 2023-2026, which is defined at the corporate level through our mission and vision:

Mission

To enhance the lives of our students and other customers, maximising their potential through learning.

Values

- ▶ Strive to always be excellent
- ▶ Respect and support each other
- ▶ Put students at the heart of our college
- ▶ Ensure the wellbeing of staff and students, build resilience, and celebrate differences
- ▶ Make sure employer needs are at the heart of our plans
- ▶ Be a positive influence in our community.

The strategic aims outlined below have been taken from the plan which was approved by the corporation in January 2023:

- ▶ Quality teaching, learning and skills
- ▶ Be an excellent learning organisation
- ▶ Be the college in the community – drive productivity and grow the economy
- ▶ To remain financially stable



2. Background

The College has a curriculum offer that spans a wide range of subjects from Entry Level to Level 5, including programmes for students with learning difficulties and/or disabilities and those on University Level courses. The College also offers a wide range of training programmes and apprenticeships for small and large employers.

Our curriculum offer is reviewed regularly and is based on employer feedback to ensure it matches the ambitions and demands of Northamptonshire's employers. The curriculum offer will further develop to reflect the national drive for skills development through technical and professional qualifications, T Levels in sectors of regional importance, and a focus on apprenticeship opportunities for young people.

Digital Skills form a large part of the curriculum and students are supported well to realise the powerful effect that using technology can have on their learning and readiness for the rapidly changing workplace. Within their core qualification, students develop vital skills in maths and English as the foundation for other skills to be built upon. All students that do not have a grade 4 or higher in these subjects at GCSE level are supported until they achieve these important qualifications.

The Corporation challenges leaders to ensure that the College curriculum offered is carefully considered, researched and delivered to meet the needs and requirements of the community, national and regional skills priorities, and the specific requirements of local students, employers, and stakeholders.

Progress against the College's strategic plan is reviewed annually and KPIs are measured and refreshed on a regular basis as part of the business planning process. The College's strategic intent is tested regularly with local partners and periodically through Ofsted Inspection. Governors evaluate the accountability statement annually in line with the strategic plan which enables the College to work to meet the priorities identified in the LSIP.

In analysing the Southeast Midlands job vacancies posted in the previous year in comparison to the curriculum offer, there continues to be a close correlation with the provision that the College offers. Examples of recent initiatives to help meet local, regional, and national skills needs include the creation of a new £200k immersive iLAB space, investment in realistic healthcare settings, new provision in international supply chain logistics, new provision in A levels and a revised strategy to further develop the performance of GCSE maths and English.

The College has recently developed a Green Skills Centre at its Booth Lane campus to address the skills shortage and help students gain the knowledge required to install and maintain emerging technologies. Specialist equipment includes cutting-edge rigs and bays for air source heat pumps, ground source heat pumps, solar PV, solar thermal, wind generation, electrification of vehicles and EV charging. This state-of-the-art facility will also provide businesses with an opportunity to upskill their existing workforce through a range of short courses and apprenticeships.

This document sets out our priorities for development in line with the LSIP for 2025/26 in the context of the continuing work of the Local Skills Improvement Plan, developing local/regional need and national skills priorities.

3. Context and place

Our economy:

Northamptonshire is part of the government's South Midlands Growth Area and is covered by the Northamptonshire and Milton Keynes Chamber of Commerce. It is home to a high number of small and micro businesses with 98% of businesses falling into this category, substantially above the national figure (85%). The county is also located within the Oxford-Cambridge Arc, with the opportunity to be a beneficiary of the continued investment and economic growth this brings to the region.

Northamptonshire has a diverse economy that continues to grow and attract new investment. It is a major hub for financial services, logistics and advanced manufacturing. The county continues to enjoy one of the fastest growing populations and highest employment rates in the country, reflecting the vibrancy of the local economy and its status as a highly desirable areas to live. It is perfectly positioned at the heart of the country, acting as the crossroads of the rail and road network and providing a premier location for inward and local investors.

Our College:

Northampton College is a general further education (GFE) college in the Southeast Midlands with over 6,000 full-time students and more following adult and university level programmes across a range of academic levels studying full- and part-time courses and apprenticeships. It operates from: a main campus on the outskirts of Northampton in a densely populated, predominantly working-class suburb; a town centre campus which includes an ESOL offer, with 16-18 and Adult provision, as they develop lines of sight to building careers alongside other vocational provision; and a third, smaller campus in the more semi-rural town of Daventry.

Data released as part of the latest 2023/24 National Achievement Rates Tables (NART) confirms that Northampton College continues to be placed amongst the highest performing colleges nationally for education and training. National Apprenticeship data has also revealed an overall achievement rate, 8 percentage points higher than the national average.

This student performance cements Northampton College's position as the leading provider of Further Education in the Southeast Midlands, where it continues to be amongst the very best in the whole country thanks to a continuing and determined focus on ensuring each individual student reaches their full potential.

Northampton College

Annual Accountability Statement and Local Needs Duty
2025/2026 Academic Year

The College has significant strengths in construction & building services, health & social care, childcare, creative industries, automotive, fabrication, welding & engineering industries, culinary arts and computing & digital with an overall pass rate of 96%. Highly effective careers advice and guidance ensures the large majority of students (94%) progress to further study or employment.

The College has seen increasing numbers of students aged between 16 and 18-years-old thanks to a growing reputation, with 650 more students enrolling last year. Year-on-year applications are up once again this year. As a result, the College has sustained impressive financial results and its turnover has grown to around £40 million which has enabled it to maintain ESFA Outstanding financial status while continuing to invest in students, staff and resources.

The Wider Education Landscape:

The College's Schools Liaison team 'Futures' works closely with schools, sixth forms, academies and alternative education providers across Northamptonshire to provide students with careers education, information, advice and guidance to meet the eight requirements of the Gatsby benchmarks outlined below.

- ▶ A stable careers programme
- ▶ Learning from career and labour market information
- ▶ Addressing the needs of each young person
- ▶ Linking curriculum learning to careers
- ▶ Encounters with employers and employees
- ▶ Experiences of workplaces
- ▶ Encounters with further and higher education
- ▶ Personal guidance.

Students join us from over 180 different schools, travelling from as far as Market Harborough, Brackley and Corby to attend, although most live in the core areas of Northampton and Wellingborough. Over recent years, the performance of pupils in year 11 has improved locally as indicated by improved levels of attainment and Ofsted grades of key feeder schools.

The percentage of the adult population in West Northamptonshire qualified to Level 3 has increased slightly to 64%, which remains lower than the rest of Great Britain at 70%.

The College will continue to play a leading role in increasing this percentage to at least match the national average in order to support increased productivity and economic performance in our local area.

Young students joining our study programmes have slightly lower levels of prior attainment in mathematics and English (*source: AoC MiDES ILR R13 2023/24*) compared with the national picture.



Northampton College

Annual Accountability Statement and Local Needs Duty
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In the 2023/24 academic year, 29% of students (22/23: 28%) joined the College without a grade 4 or better in both subjects compared to 30% in GFE colleges nationally. In the same year, 46% of students (22/23: 48%) joined the College with a grade 4 or better in both subjects compared to 47% in GFE colleges nationally.

Our Economy:

Our primary catchment area includes much deprivation, reflected in the extensive support we put in place to give our learners every opportunity to overcome barriers to be successful in their studies, lives and careers. Almost one third of North Northamptonshire (NN) and West Northamptonshire's (WN) Lower Super Output Areas (LSOA – a measure of local deprivation) are ranked to be in the most deprived three deciles in England with respect to the index of multiple deprivation (IMD). The most deprived areas are in the towns of Corby, Kettering, Wellingborough and Northampton. For education, skills and training deprivation, 35.5% of LSOAs are in the worst three deciles. In Corby, 31 out of its 41 LSOAs are in the worst three deciles (75.6%). This is reflected in the high percentage of young people accessing the College bursary (33%) and free school meals (15%) support.

The total population in WN in 2021 (last census) was 425,725. Of those figures, 19.31% are children under 16, 63.62% are adults aged 16-64 and 17.07% are over 65 years old. NN has a lower population of 329,522 with a similar distribution of age groups. These are broadly in line with overall England statistics

In WN the employment rate is 77.9% for those aged 16 to 64, which is higher than across the East Midlands as a whole in the year ending December 2023. This has declined in comparison to the previous year when the local rate was 81.7%. The unemployment rate is still at 2.9%, with no change from the previous year. With a slight increase from 17.5% to 18% for those classed as "economically inactive". In comparison NN has a higher employment rate of 80.5%, which has increased significantly from 73.7% the previous year. Despite this, unemployment also rose from 2.6% to 3.6% over the same period. Those classed as "economically inactive" decreased from 22.4% to 18.5%. The proportion of working age people receiving benefits for unemployment in WN was 3.32% in May 2024 and 3.41% in NN, lower than the average across England of 3.96%. The total unemployment rate in WN has increased from 2.24% in Jan 2020 to 3.32% in May 2024.

16.91% of the population in WNC and 16.69% in NNC identified as having a Level 3 qualification which is broadly in line with overall England statistics of 16.92%. For Level 4/5 this is lower than overall England which is 33.92%, with 31.76% declaring in WNC and 26.72% in NNC.

4. Approach to developing the plan

Northampton College is continuing to work closely with a range of key stakeholders to develop the annual accountability statement and achieve its strategic objectives. These include:



The College also maintains strong relationships with business representative groups and networks, schools, Southeast Midlands Colleges and wider college groups, local MPs and councillors, the South Midlands Careers Hub and Jobcentre Plus.



The College continues to contribute significantly to the local and regional skills agenda through joint work with key stakeholders as part of the regional LSIP project the South Midlands Growth Hub and other groups promoting collaboration and prioritising employment and skills to drive regional economic recovery and growth. This enables the sharing of good practice in careers education and ensures that the College is up to date with economic developments in the region. The increasing partnerships with Northamptonshire employers can be seen in the expanding range of visits and speakers that are increasingly embedded across our curriculum areas and the new employer forum events that have been introduced. The new Principal and CEO has continued this proactive work.

The College continues to be an active member of the Association of Colleges (AoC), with the Principal continuing to participate in the AoC National Curriculum and SEND Policy Groups. The Principal also continues the active work of his predecessor in working on policy with the DfE, AoC and others. Other senior leaders regularly participate in national AoC and other policy forums to shape and respond to government priorities and regional and national skills needs.

The College is part of a proactive group of colleges that acts as a voice for the County's Further Education sector. A recent example of this close collaboration includes Local Skills Improvement Fund projects focussing on key priority areas including health and care, digital, logistics, sustainability and future technologies to meet the needs of the LSIP. These projects are enabling transformations to teaching facilities and provision, enabling the College to meet the needs of employers and support local innovation and economic growth.

They have also enabled staff to develop new training methods, using latest technologies to support teaching and learning. These are delivering a strong focus on enhancing students' digital and transferable skills using virtual and augmented reality equipment. There has been significant investment in our new immersive iLAB space which enables students to work collaboratively across campus' and with other FE colleges. Outreach projects such as 'Ignite the Spark' have engaged local secondary schools and helped to raise awareness about careers and jobs in priority areas such as logistics and inspiring potential students to move into high quality training in priority sectors.

The College invests heavily in understanding the labour market and uses a range of tools and intelligence to identify current and future demand, ensuring its provision is aligned to community need, local employment opportunities and supports regional and national priorities where relevant.

Based on this extensive engagement with local stakeholders, use of available labour market information and detailed analysis of other intelligence, the College has developed this plan for 2025/26 to build on the successes of the previous accountability agreement and other strategic developments.



5. Contribution to National, Regional and Local Priorities

The College plays a key role in helping to support employers and learners by providing high-quality professional and technical training that supports local, regional and national labour market needs and skills gaps.

The table below summarises the current provision of Northampton College, setting out its alignment with the local priorities set out by the LSIP for Northamptonshire and the region and the national priorities set out in the DfE guidance.

Sector	Priority Sectors		College Provision			
	Local	National	Study Programme (including T Levels and free courses for jobs)	Adult (Including Free Courses for jobs)	Apprenticeship (including HTQ's)	University Level Education (including HTQ's)
Professional and Business Services	✓		✓	✓	✓	✓
Care services	✓	✓	✓	✓	✓	
Catering & hospitality	✓		✓		✓	
Creative Industries		✓	✓	✓		✓
Construction	✓	✓	✓	✓	✓	
Digital and technologies	✓	✓	✓	✓		✓
Education & childcare	✓		✓	✓	✓	✓
Engineering & manufacturing	✓	✓	✓	✓	✓	✓
Health & Life sciences	✓	✓	✓	✓		✓
Legal, finance & accounting	✓		✓	✓	✓	
Protective services	✓		✓			
Transport & logistics	✓	✓	✓			
Mathematics		✓	✓	✓		

Over the course of the 2025/26 academic year, the College will continue to work with the Chamber of Commerce, employers, our education partners and other stakeholders to implement the Local Skills Improvement Plan (LSIP) to ensure: more businesses are engaged; there is more shared strategic thinking; and local provision is reflective of emerging skills needs.

To date the development of the LSIP has identified key priorities and actions as part of the roadmap:

- 1.** Tackling the Digital Skills Gap
- 2.** Support businesses to take advantage of new technologies
- 3.** Readiness for work and essential skills for work
- 4.** Raise awareness of existing provision
- 5.** Develop a “blended” business and learning language
- 6.** Provide accessible and flexible training opportunities
- 7.** Better staff sharing between employers and FE
- 8.** Green Jobs and Skills

These LSIP priorities align with the College’s strategic aims and objectives and continue to shape our development of provision and services in the key regional and national priority sectors.



6. College annual objectives

Progress made since the 2024/25 Accountability Agreement

Based on last year's plan as set out in our Accountability Agreement, we have:

1. Developed and aligned our curriculum to address local and national priorities:

- 1.1 Successfully introduced town-centre delivery of ESOL which better meets student, employer local skills and workforce needs.
- 1.2 Extended T-Level provision to include Construction Design, Surveying and Planning and Digital Support (ICT). Further established T level provision in Adult Nursing (Health) and Early Years Educator (Childcare) which includes an even more extensive range of stakeholder placements.
- 1.3 Newly introduced A-Levels in our NC6 centre to widen the college curriculum offer and ensure we address both the academic and vocational needs of the community. A suite of 12 A level subjects has been successfully introduced with over 100 enrolled students, focused on Social Sciences, English and Business subjects.
- 1.4 Reviewed the current apprenticeship curriculum offer in line with local priorities, with new programmes being introduced from 2025/26 including more at levels four and five.

2. Developed our delivery and use of digital technologies, which has included revising our digital strategy across the college to more holistically and impactfully enhance the digital literacy and specialised digital skills of both students and staff. We have continued to integrate advanced technologies like Artificial Intelligence into teaching and assessment methodologies, invested significantly in software and staff development to enhance staff and student skills in using latest digital technology to improve efficiency and educational outcomes. We have also developed a £200k high specification immersive iLAB space which enables students to work seamlessly and collaboratively across campuses, with other colleges and with other stakeholders and to benefit from simulated workplace practices and specialist masterclasses.

3. Reviewed curriculum in engineering: we have undertaken a review of the current engineering curriculum offer and resources and are implementing changes to better meet the needs of the industry including increased T-Level provision, proposed investment in modern machining technologies, invested in latest fabrication technologies and are strengthening training in automation in engineering programmes. Further developments will continue over coming years including in hybrid and electric vehicles.

4. Further developed our delivery of mathematics and English through a greater focus on mastery of these crucial skills for students working to achieve Grade 4 (or above) and more contextualised development of these skills in all vocational programmes.

- 5. Built on our excellent progress in sustainability** by opening a £300k Green Skills Centre (part funded by LSIF) to contribute to the significant local and national need for future students to be equipped with green skills to produce a new talent pipeline. This has further extended our ability to deliver skills in installing and maintaining environmental technologies and support the wider delivery of sustainability in other curriculum areas. This investment will ensure that the college is equipped to meet green skills, and growth needs through to 2026 and beyond. A programme of adult upskilling courses are in development. This further extends our excellent current leadership in sustainability and environmental provision as recognised by the Green Gown award received in 2024.
- 6. Worked to further strengthen the coherence of curriculum and progression pathways towards higher level skills:** Extended our collaboration with stakeholders to align curriculum with industry needs. We have further strengthened employer forums and created more opportunities for stakeholders to contribute to curriculum design and implementation resulting in 96% of students passing their qualifications and 94% progressing to further study and/or employment. Continued to work collaboratively with local colleges, universities and other organisations to support progression and engagement.

We have and continue to work with key local education partners to review and refine our own curriculum offer. This work includes engaging stakeholders and employers in an LSIF project to analyse the skills needs and provision across the county and how we can collectively meet the needs of our region. The project also looks at employer and stakeholder perceptions of college and education providers to support improvements in future engagement.

Working with local Colleges, including Moulton, we continue to align our curriculum offers so that we better meet the needs of Northamptonshire. For example, by carefully selecting different areas of focus for our business curriculum (Northampton College: logistics, Moulton College: rural business), we are providing a breadth of curriculum that, combined, makes a stronger contribution to local economic performance.

Northampton College will continue to act as a key contributor to educational partnership working across the region, sharing best practice, resources and skills. Our collaborative approach continues to build on our excellent work across the region to date, strengthening our relationships to develop collaborative models and solutions to meet local skills needs.



Priorities for the 2025/26 accountability agreement

Building on this success and continuing our work to meet our local and national skills priorities, we will:

- 1. Review and strengthen curriculum in engineering, advanced manufacturing, automotive and specialist & cross-cutting green skills** to ensure it maintains industrial relevance, fully explore latest advances in technology and meet the skills needs of our region. This will particularly focus on extending the extent to which our curriculum addresses latest developments such as automation, robotics, artificial intelligence and hybrid/electrical vehicle technologies and will guide future investment. The college have recently secured funding of £1.9 million, some of which will be used to extend and improve the Engineering, and Automotive facilities, and enhance the current Green Skills provision.

- 2. Further develop our curriculum to address local/regional and national priorities,** including:
 - 1.1.** Further introduction of six new T-Levels to widen our curriculum offer including in: Accounting and Finance; Business Management and Administration; Digital Production Design and Development (ICT); Laboratory Science; Engineering Design and Development (Mechanical and Electrical/Electronic).

 - 1.2.** Extend our A-Level provision into STEM subjects to offer a broader academic curriculum to include Sciences (Physics, Chemistry, Biology) and Maths. This is in addition to the 13 A level subjects currently offered in social sciences, English and business subjects.

 - 1.3.** Continue to review the 16-18 study program curriculum offer in line with the local, regional and national need and the government curriculum reforms to identify additional curriculum strands for potential amendment and introduction (sector-specific such as AAQs, TQs, general business need and higher-level routes).

 - 1.4.** Work collaboratively with employers and key stakeholders to develop apprenticeships, including University Level provision, and employer led provision which provides the skilled workforce of the future.

- 3. Update, refresh and reconfigure the College to inspire students and ensure it meets local and national needs.** Work is underway to create a dedicated A Level Centre to accommodate our new and expanding provision and to upgrade the learning environment across the estate to inspire and motivate students. We continue to invest in specialist training facilities and equipment using both external funding and our own investment and renewal plans. We will further strengthen our long-term facilities plan to ensure the College is able to meet the training and skills needs of Northamptonshire for the foreseeable future.

- 4. Continue our development of delivery and use of digital technologies**, including continuing to evolve and implement our digital strategy across the college to more impactfully enhance the digital literacy and specialised digital skills of both students and staff. Whilst much progress has been made so far, the college recognises there is more to be done, responding to rapidly changing technologies. The college plans to invest further in impactful software and digital resources, work collaboratively with digital partners and digitally advanced colleges to ensure our own provision is market-leading and fully equips our students with the digital skills for the future.
- 5. Further develop our delivery of core transferrable skills, including numeracy and literacy**, in line with the national focus on these crucial skills, thereby enhancing students' foundational competencies essential for success in their course, life, work and progression to higher education. We will ensure that every student at the College develops the crucial transferrable skills employers need for their current and future workforce. This to include further strengthening the curriculum design for mathematics and English, increased delivery hours, better equipping students to use these skills in their lives and work alongside improving their fluency to support their knowledge, skills and progress in their technical and vocational curriculum.
- 6. Further strengthen progression pathways and curriculum linked to university level education** by further strengthening partnerships with local HE institutions including, as appropriate, progression agreements, joint curriculum development/delivery and collaborative university level curriculum to align and strengthen progression in priority sectors.



7. Case studies – Construction

MY-Fab – Local employer



Northampton-based construction company MY-Fab takes on several work experience students from the College, with a view to offering apprenticeships in the future. During their placement, students are paired with senior tradesman and taken through the processes in a real-life project. Libor Lecian, Operations Manager at MY-Fab, said:

“It’s very difficult to keep hold of skilled employees and we believe that providing a platform for college students is the way forward. I also think that from the students’ point of view, these opportunities can be life-changing.”

Cheyenne – Painting and Decorating

Cheyenne started her college journey on the Level 1 Painting and Decorating course, where she learned the basics of the trade. Whilst studying for her Level 2, Metcalf Commercial Decorators got in touch with the College seeking to employ a decorator and offered Cheyenne an apprenticeship where she could continue to develop her skills and learning. Cheyenne said:

“My time at college paved the way for employment in the field in which I was studying and I would recommend Northampton College to anyone looking to start a career in a subject that interests them.”



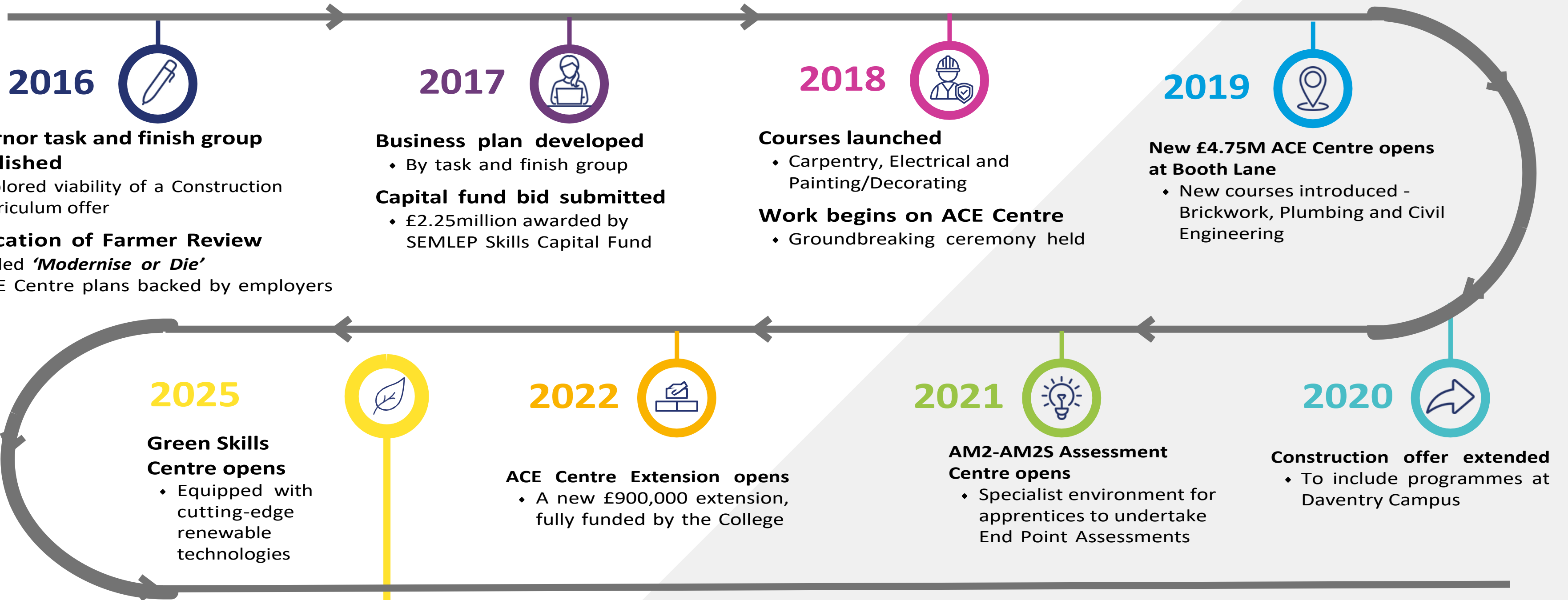
Ben - Carpentry



Ben developed a wide range of skills on the Carpentry and Joinery course at Booth Lane and now strives to consistently produce work of a high standard. Currently specialising in kitchen and bathroom fitting, he has a vision to be self-employed in the future. He said:

“I would not be where I am today if it wasn’t for Northampton College. My lecturers helped me to find and secure my job so I couldn’t be more grateful. They also massively supported me with my dyslexia by taking the time to talk things through with me. The atmosphere at the College was friendly and I would say I have now made friends for life.”

8. Advanced Construction Engineering (ACE) Centre, AM2 Test Centre and Green Skills Centre - Timeline



IMPACT TO DATE:



Growth from a starting point of zero to a thriving hub of 600 students in just six years



Measurable impact on the region's economic growth by increasing the number of skilled employees



Expanded pipeline of multi-skilled students at Levels 1 and 2, preparing them to enter the industry.

9. Local Needs Duty

As required by The Skills Act (2022), Northampton College's Corporation has reviewed how well our education and training meets local, regional and national skills needs and prepares for those that will emerge in the future.

To do this, the Corporation has considered: the ongoing close collaboration with employers, stakeholders and education leaders; sources of information about local, regional and national skills needs provided through the LSIP; a range of labour market information and projections; internal data and information related to business planning and recruitment aligned to labour market needs; College and local curriculum maps; data and information related to destinations and progression; feedback from students, parents and employers on students' experience and readiness for their next steps; the College's self-assessment report accurately articulating the college's current performance, impact and areas to further develop; and progress against the College's ambitious 3-year strategic plan "Putting Skills in Focus" to ensure the College remains at the forefront of meeting changing skills needs.

It has also considered in detail the progress made, and impact seen in implementing the actions set out in the 2024/25 Annual Accountability Statement, summarised above.

In order to further the work of the College in meeting the local, regional and national skills priorities, the Board has confirmed that the College will undertake over the next year to: continue to develop and align our curriculum to address local and national priorities; further develop our delivery and use of digital technologies; review and strengthen our curriculum in engineering and advanced manufacturing; update and refresh our college aesthetically; further develop our delivery of mathematics and English; and further strengthen progression pathways and curriculum to higher level education.

Further details on these actions are described in Section 6 above.

Northampton College remains committed to meet the ever-changing needs of Northamptonshire, the wider region and our nation by remaining financially stable, ensuring our students achieve and grow through exceptional standards of training, being an excellent learning organisation and being the college in the community.

Through the actions set out in this annual accountability agreement, the College will further its strategic plan and deliver the training and education our students, community and economy require.

10. Corporation statement

The Northampton College Corporation hereby confirms that the plan as set out above reflects an agreed statement of purpose, aims and objectives and that this document fulfils the statutory Local Needs Duty.

This document was approved by the Corporation at their meeting on 1 May 2025 and will be published on the College's website.

Chair of Governors:



CEO and Principal/Accounting Officer:



12th June 2025

Dated:

11. Other supporting information

Ofsted report
LSIP report
Annual financial statements
College Self-Assessment report