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## SOUTHWARK COLLEGE – ACCOUNTABILITY STATEMENT 2024/25

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### Southwark College – Our Purpose

Southwark College's purpose is to develop the skills and talent of our students to give them success in modern enterprise and make a positive contribution to the prosperity of our region. This aligns to the NCG vision that the Group will be the UK's leading college group recognised for its local impact, national influence and reach. Its mission is to enable social mobility and economic prosperity through exceptional education.

### Southwark College Context and Place

Southwark College is a further education college in central London with a strong reputation for producing knowledgeable, successful students with great employment potential. Southwark College has circa 2000 adults and 1000 study programme learners, aged 16-18 studying across a range of courses from Pre-Entry Level to Level 5. The large majority are on entry level to Level 1 courses.

Southwark College is based in a central London borough of Southwark. Southwark Borough is ranked in the bottom quartile of local authorities in England. 58% of the College's learners are from the lowest three deprivation bands in London. MiDES data shows that prior to joining Southwark College, 65% of learners had not achieved either GCSE English and /or GCSE Maths at grade 4, this is significantly greater than the National Average for GFE colleges which is that only 26% of learners have not achieved either GCSE English and /or GCSE Maths at grade 4.

The Greater London Authority predicts that by 2036 the proportion of jobs requiring higher level qualifications will continue to rise while the demand for some lower skills occupations will decrease. ONS data shows 14% of Southwark residents are not qualified at level 1 or above (worse than the national average). 57% are educated at level 4 or above, though this rate has declined in recent years and in 2021 fell below the London average.

The Greater London area has a single Local Skills Improvement Plan that is supplemented by four sub-regional plans outlining priorities specific to the different areas of London. Central London Forward (CLF) leads the sub region LSIP which Southwark College aligns to. Business LDN are designated as the lead employer representative bodies (ERB). The 2023 LSIP has been developed through engagement with businesses, training providers and other key stakeholders. The curriculum offered at Southwark College aligns to the skills gaps identified by the LSIP. This means that the curriculum offered at Southwark College is 1) Digital, Business & Finance 2) Health Care and Science 3) Creative Industries 4) ESOL, English and maths 5) Service Industries.

Business LND's Policy Delivery Director welcomed Southwark College priorities and was interested in its Sector-based Work Academies Programme, which resulted in a joint case study being submitted to Business LDN from Southwark College and Guy's and St Thomas' NHS Foundation Trust. The Director of Central London Forward was supportive of Southwark Colleges Accountability Statement and invited the principal to attend the CLF Employment and Skills Board. This Board brings together members of Central London Forward boroughs, skills providers, such as colleges, Independent Training Providers, and Adult Community Learning, employment providers, employers and employer organisations to provide a forum for partnership working across central London.

### **College actions to engage with key stakeholders and providers**

Southwark College works closely with Southwark Works on matching employers of any size and in any sector with our students. They offer a free and tailored recruitment service supporting with anything from producing job descriptions to shortlisting candidates, arranging interview spaces to amending role specifications. We also work with Southwark Works to support various initiatives including the GP SWAP programme in association with Southwark Council and Guys and St Thomas Trust (GSTT) and this programme has helped 35 students apply for various roles in the NHS industry, to date 15 have been successful in obtaining positions.

Guys and St Thomas Trust (GSTT) also has a long-standing relationship with other areas in the college including Creative Media, ESOL, Health and Care and Employability. Guys and St Thomas Trust regularly provides guest speakers, short information films and support at Southwark College events. Southwark College has maintained the Greater London Authority Mayor's Skills Academy Quality Mark in Health and Social Care which is awarded on the strength of curriculum meeting the needs of the local London industry and skills shortage faced.

Southwark College is also working in collaboration with Cherry Thinking a health care creative agency who specialise in marketing new brand launches and short information films for the health care industry. Through visits to Cherry Thinking's headquarters, students had the invaluable experience of shadowing professionals, gaining firsthand insights into the workings of the business world. Additionally, students benefited from workshops aimed at enhancing essential skills such as CV writing and interview techniques. This collaborative effort not only provided students with practical knowledge but also equipped them with the tools necessary to excel in their future careers. They have provided guest speakers, mentoring sessions and visits to the premises as well as supporting with CV writing and industry insight.

Southwark College is working with Informa Connect, a global events management company that enable businesses connect to information and people. Business and Computing students were afforded a unique opportunity to immerse themselves in a professional environment. Through visits to Informa's headquarters, learners engaged directly with staff to refine their personal statements and explore avenues for progression into apprenticeships. Moreover, this partnership extends its support to T-level students by offering industry placements, providing them with invaluable hands-on experience in their chosen fields. This initiative not only enriches students' academic journeys but also empowers them with the practical skills and insights essential for success in their future careers.

In collaboration with Envision, Southwark College's Business students visited Experian, and were provided with a transformative experience aimed at fostering community engagement and professional development.

Through visits to Experian's office in Victoria, learners actively participated in a distinctive social action project alongside dedicated volunteers from the organisation. This hands-on involvement not only allowed students to contribute meaningfully to the community but also provided them with practical insights into real-world business operations. Furthermore, participants benefited from a comprehensive 10-week mentoring program, where they received guidance and support from experienced professionals, enhancing their skills and nurturing their potential for future success. This collaborative effort exemplifies the commitment of both institutions to equipping students with the knowledge, experience, and mentorship necessary to thrive in their academic and professional endeavours.

The Principal regularly attends meetings with Southwark Association of Secondary Headteachers (SASH) to support the delivery of the Southwark Inclusion Charter, which commits to collaboration and respectful communication through a restorative approach: working *with* learners, rather than doing things *to* them or *for* them. This group includes Headteachers from all Southwark Secondary schools and sixth forms and ensures the College is involved and included in initiatives with learners in years 9, 10 and 11.

### **Southwark College – named in Southwark Skills Delivery Plan (SSDP)**

Chaired by the Cabinet Member for Jobs, Business and Town Centres, Cllr Martyn Seaton, this SSDP has brought together key stakeholders from across the Borough including employers from Business Improvement District, anchor institutions such as Guy's and St Thomas' NHS Foundation Trust, education providers such as London Southbank University and Morley College, JCP and DWP colleagues as well as council members such as Southwark Council Head of Economy.

### **Southwark College Strategic Aims and Targets**

College Strategic Aims and Objectives	Impact and/or Contribution towards National, Regional and Local Priorities for Learning and Skills
<p><b>Aim/Objective 1:</b></p> <p>(The London skills road map that sets out the ambition to invest in ICT infrastructure tackling digital</p>	<p>Launching T Level in Digital in September 2023/2024 with at target of 12 this was successfully completed with 11 students enrolled. 2. To date 207 adult students have completed digital qualifications updating their digital skills.</p>

<p>exclusion and the entitlement of essential digital skills.)</p> <p>Southwark College will invest in IT infrastructure tackling digital exclusion on the entitlement of essential digital skills by establishing digital skills offer see the launch of the T level in digital in September 24. Offering digital skills training for adults under comprehensive author for 16- to 18-year-olds.</p>	<p>To-date 89 learners aged 16-18 years of age have completed vocational courses in digital skills</p> <ul style="list-style-type: none"> <li>• Increasing the number of students on the T-Level in 24/25 to a target of 20 students</li> <li>• Developing dedicated new Digital classroom spaces focused on Virtual Reality and Cyber Security using the capital allocated from the T-Level Capacity Building Fund</li> <li>• In 24/25 the adult curriculum will be expanded with additional qualifications at Level 1, Level 2 &amp; Level 3 in Cyber Security</li> <li>• To increase the number of students aged 16-18 years of age studying vocational courses in digital skills to 97.</li> </ul>
<p><b>Aim/Objective 2:</b></p> <p>(Skills for Londoners (2018) set out the priorities for basic skills, including ESOL in London.) In response to this in 23/24; Southwark College will launch the ESOL enhanced study programme to improve transition of young people into adult students.</p>	<p>Southwark have reintroduced adult L2 ESOL qualification delivery and ESOL L2 for Study programme learners was not introduced in 23/24.</p> <p>ESOL L2 for Study programme learners was not introduced in 23/24. This was due to study programme learners progressing directly into the vocational curriculum at Level 1 and Level 2 There was an 18% progression rate from Adult ESOL L1 to Adult L2 courses in 23/24</p> <ul style="list-style-type: none"> <li>• In 20/24/25 the curriculum plan will be to maintain the number of a level 2 adult ESOL students at three groups, with a group in the day a group in the evening and the group on Saturdays. The plan for L2 ESOL Study Programme Learners is to offer the students vocational tasters of the main curriculum areas in 23/24 and this should see increased student numbers progress in 24/25</li> <li>• To increase the employability prospects of ESOL students the college will offer numeracy courses that students can sit alongside their ESOL classes.</li> </ul>
<p><b>Aim/Objective 3:</b></p> <p>(Mayor of London Local Skills Report (February 2022) sets out that health and social work was second to construction in highest numbers of vacancies in London.)</p> <p>In response to this Southwark College will launch the Health Science Faculty with a reshaped curriculum to meet the needs of local employer Guy's and St Thomas' NHS Foundation Trust.</p>	<p>T Level Science did not recruit and is planned to run in September 2025, there are currently 11 applicant offers for 24/25 The Guy's and St Thomas' (GSTT) NHS Foundation Trust SWAP have been offered through the Employability Hub in 23/24 45 learners have successfully completed the course.</p> <ul style="list-style-type: none"> <li>• New Specialist classroom accommodation will be established at Southwark College to simulate a health care working environment.</li> <li>• In 24/25 the curriculum plan aims to have 85 adult learners complete the Guy's and St Thomas' (GSTT) NHS Foundation Trust SWAP</li> </ul>
<p><b>Aim/Objective 4:</b></p> <p>(Mayor of London Local Skills Report (February 2022) that there were key sectors of the economy</p>	<p>Anjunabeats is Southwark College's Music Production employer partner who participate in industry sequenced curriculum planning.</p>

<p>proving hard to fill due to skill related issues. The Mayor's Academies Programme identified Creative Industries as one of these Industries.)</p> <p>In response to this Southwark College will launch the Creative Skills Hub which delivers skills in sound, video and digital communications including social media.</p>	<p>Work is underway with employers to endorse a set of creative industry skills and behaviours which will form part of the work readiness programme for students in this faculty.</p> <p>The curriculum at Level 1 and Level 2 was restructured in 23/24 with learners studying 2 Awards and then focusing on English and maths and Employer Skills in Term 3.</p> <ul style="list-style-type: none"> <li>• In 2024/25 Southwark College will expand the provision at Level 2 and Level 3 offering stand-alone classes in Dance and Performing Arts.</li> <li>• The Creative Industries faculty continues to focus on 2 curriculum routes for students aged 16-18 an academic route to Level 3 with the aim that the students' progress to Higher Education and a skills route to Level 2 where students work with employers to gain the skills needed to move into employment.</li> <li>• In 24/25 Creative will apply for a Mayor of London Quality Mark to support the development of the curriculum.</li> </ul>
<p><b>Aim/Objective 5:</b></p> <p>The Mayor's Academies Programme identifies green skills as one of these industries. Southwark college is part of the Green Skills Hub from the London South Bank University (LSBU) Hub who work to identify local employers who have green skills training needs.</p>	<p>This strategic aim supports the progression of work ready students into technical level jobs in sectors of regional importance with a focus on delivering green skills. In 20023/24 Southwark College reviewed 16– 18-year-olds applied science provision and integrated green skills curriculum at all levels</p> <ul style="list-style-type: none"> <li>• Establish green skills advisory group</li> <li>• Produce Green skills curriculum strategy</li> <li>• Upskills, reskill and identify delivery arm</li> <li>• Pilot new courses in 15 adults in solar PV installation, maintenance courses and a heat pump installation course</li> <li>• Implementation MoU in partnership with Good People to upskill local people in green energy champion support by Southwark council.</li> </ul>

## Southwark College links to supporting documentation

[The London Local Skills Improvement Plan May 2023](#)

[Levelling Up the United Kingdom - GOV.UK \(www.gov.uk\)](#)

[Skills for jobs: lifelong learning for opportunity and growth - GOV.UK \(www.gov.uk\)](#)

[National Skills Fund - GOV.UK \(www.gov.uk\)](#)

## **Southwark College Local Needs Duty**

Southwark College meets its local needs duty. We continue to deliver London's Sub-regional Central London Forward Skills Delivery Plan which is aligned to the Southwark Skills Delivery Plan. The Principal is a member of the Central London Skills Advisory Board. Southwark Colleges' commitment to delivering the skills for local borough requires in digital, business, creative sector, green skills and health & science is at the forefront of our curriculum offer and our accountability statement sets this out. Southwark College has an opportunity to deliver on skills needs through the Greater London Authority (GLA) Skills Budget as well as Education Funding Agency (EFA) 16-18 provision. We will look at how we can better meet the LSIP actionable priorities by reviewing funding streams to support objectives in skills plans. We have future plans to further develop the college curriculum to strengthen its employer endorsement tightening the College's provision to the local strategic opportunities as they unfold such as Life Science Clusters in the local area.