

Annual Review 2021-22



FOREWORD FROM THE CHAIR



It is a privilege to share our Annual Review for the 2021-22 academic year

Having joined as Chair of the Corporation in August 2021, I am still early in my tenure, but the progress and potential I have already witnessed at the College is significant.

From a board perspective, the College's governance has been strengthened by the appointment of several new governors with diverse skill sets and backgrounds, and by ensuring that succession planning is in place for key roles including safeguarding. The board's leadership has been further strengthened by increasing the number of Vice Chairs from one to two and through the appointment of a highly skilled and experienced Head of Governance.

In April 2022, the Corporation had an in-person away day to review progress against the strategic plan and to ensure it was sufficiently bold to meet the national expectations around levelling up and the local challenges of Coventry context. I am pleased to confirm that our strategy is robust and ready to take us through the next few years. The level of creativity, support, challenge and pragmatism that came from the board during this process was highly encouraging and it should give us all good reason to be optimistic about the future. The day itself was hosted by Coventry University, which is an example of the College's strong relationships with local stakeholders.

In addition to leading the Corporation, a key part of my role is ensuring there is an effective relationship between the board and the College's Principal and CEO, and indeed the wider senior leadership team. I would like to take this opportunity to thank Carol Thomas, Gemma Knott, and Patrick Geary for the commitment, determination and expertise they have demonstrated in leading the College through the challenges that the past year has presented. Carol and her team have been driving a major programme of change and improvement, and the impact of their work has already been independently validated by stakeholders such as the Further Education Commissioner's Office and the Education Skills and Funding Agency.

This year also saw the entirety of college staff and learners come together onto one campus and as a result we are now genuinely one college and one community. Whilst Coventry College has made significant strides forwards, there is still more for us to do, and the national context in which we are operating is arguably more challenging than ever before.

The funding landscape for further education combined with the broader inflationary pressures on salaries are such that the existing national issues related to recruitment and retention have been further exacerbated. At Coventry

College, our overall levels of voluntary staff turnover are better than the national average, but we are looking to take innovative steps to ensure we can do even more to recruit and retain the highest quality workforce for our learners. Indeed, the board was pleased to be in a position to approve a backdated pay award to staff this year for the first time in several years.

Looking ahead, the College is preparing to deal with higher operating costs, including increasing energy costs and other inflationary pressures. We also need to ensure that our Apprenticeship offer continues to grow and develop alongside our relationships with local employers and their stakeholders.

Above all, our over-arching strategic priorities continue to be focused on ensuring there is a consistent high quality learning experience for all our learners as well as ensuring that the College is financially sustainability. This focus will ensure that Coventry College remains at the heart of the Coventry community for many more learners, for many more years to come.

Adam Boddison, **Chair of Governors**



A YEAR IN FOCUS...



One College One Campus One City

Coventry College has transitioned to a single campus as part of its CVOne strategy

Although this has been a significant project to undertake, learners have moved across successfully, staff roles have been safeguarded and services have been consistent and high performing; leading to a major financial success story.

In addition, enrolment numbers and income streams have been performing well. The College continues on its transformation journey with a focus on improving teaching, learning and assessment, as well as future proofing provision thanks to major projects such as the Strategic Development Fund.



INVESTING IN OUR FUTURE

Coventry College has been working with several partners and stakeholders over the course of the last year to diversify its income streams, innovate its provision and secure its future.



During the year just some of the areas we have invested in include:

- Securing an investment of £1.8m from the Strategic Development Fund to deliver a suite of new retrofit, electric and digital classrooms and provision, working in collaboration with other Coventry and Warwickshire colleges.
- Holding employer events with large and small employers to collaborate with us as we design our future skills offers.





FINANCIAL SUMMARY

The College has featured in recent Further Education Commissioner news for its unprecedented financial recovery and turnaround.



This year we are forecasting a surplus, before exceptional items, of over £1m, which is around the same level as 2020-21. Costs through the lockdown period, where the College was running virtually, were temporarily reduced. This assisted a positive financial performance through that period. As we came out of lockdown, the move to one campus helped ensure costs stayed at a manageable level – ensuring long term financial sustainability. Barclays have continued their support of the College and we have been able to reduce our debt levels. Looking forward, we are expecting to achieve further financial improvements when the Henley campus is sold, which will reduce our debt further.

**A healthy surplus
has been generated**

**Diversification
and growth of
income streams**

**Debt significantly
reduced**

Positive cash flow



CELEBRATING SUCCESS

It's been another exciting year at the College with lots of **success stories** and **good news** to report.

This includes outstanding learner achievements, extra-curricular successes in sport, fundraising and community events which have brought the wider Coventry community together. Many of our learners have overcome barriers to achieve success during the year which will hopefully inspire and motivate our current and future learners.



HERE'S A SUMMARY OF SOME OF THE GOOD NEWS FROM THE YEAR:



Two wins at the world's biggest school rugby 7s tournament

The Coventry College Rugby Education Programme Under-18s rugby team joined more than 10,000 young players at the 2022 Rosslyn Park HSBC National School 7s in London; recording two out of three wins.



Apprentices from across the Midlands tested their painting and decorating skills

We hosted the National Painting and Decorating Association regional heat competition for 17 Apprentices from across the West Midlands where Brewers Decorator Centres, Purdy International Painting Tools and TESA supplied the participants with free products for participating.



Volunteering as a Coventry 2021 City Host

Staff have also been contributing to the wider community with Candis Ibberson, Learning Resources Adviser at Coventry College, who has worked at the College for 21 years participating as a City Host for the City of Culture celebrations.



CELEBRATING SUCCESS



Learner of the month

Each month we recognise a number of learners for their outstanding achievement, development and progression. Learners have received special recognition for their skills, talents and contribution to the College.

Most notably, Ellie Rice, one of our Health and Social Care learners had her work used by the Northern Council for Further Education as an example of high-level work for other Health and Social Care learners across the country.



Coventry learners hoping to raise funds for a local charity through health awareness campaigns

A group of Health learners have launched awareness campaigns in a bid to tackle important health issues while raising funds for a major local charity.



Coventry College tutor named Top Educator at video games awards ceremony

Shoubna Naika-Taylor, Curriculum Lead for Digital and Esports Manager at Coventry College, was named Top Educator in the Rising Stars category at the The*gameHERs Awards.



Former learner lands local fire service role thanks to college support

One Coventry mum and learner at the College has recently secured her dream job joining the West Midlands Fire Service after achieving a double distinction in Public Services.



AT THE HEART OF THE COMMUNITY

As a college, we are extremely proud to be part of the Coventry community and are committed to creating positive changes and opportunities for the community and city.

➤ **We have been working with other providers on a £50k funded College Collaboration Fund project** to digitalise resources, to support English for Speakers of Other Languages (ESOL) learners into vocational areas of work.

➤ **As part of our £37k funded Good Things Foundation Project we have been working with three local partners** to deliver intervention services and careers support to assist those community members wishing to learn new skills.

➤ **Thanks to money from the European Support Fund we have worked with a large number of schools** to deliver **new work experience placements** and to facilitate **careers support** with school leavers.

➤ **Our Hair and Beauty learners have partnered with the Commonwealth Games** to provide hair and beauty services to athletes during the games in the summer of 2022.



EMPLOYER ENGAGEMENT



In 2021-22 the College continued to expand its work and services with employers through a range of activities.

The Employer Engagement team has worked closely with local and regional employers to deliver Apprenticeships, Traineeships, work experience and industry placement opportunities.

**COVENTRY COLLEGE
HAS GENERATED OVER**

£1.6M

**OF CONTRACT VALUE
SALES FOR ITS
APPRENTICESHIP
PROVISION IN 2021-22**

Construction learners get a glimpse of £25m city centre development as part of their work experience.


Farrans Construction has partnered with Coventry College to pilot the Step Towards Employment work experience programme, giving learners the opportunity to experience real-work environments and develop their skills ready for the workplace.




Employer Services

 We have hosted four Employer Fairs this academic year as well as Allen Ford who brought their recruitment roadshow directly to the College in April to promote their job opportunities.

New Employers

 We have worked with 20 new employers this year including ModPods International, Halfords, Cathedral Motors, Shell Energy and Sandell Construction Group alongside the existing 800 employers that we regularly collaborate with.

Work Experience and Industry Placements

 The Industry Placement team have supported over 315 learners to undertake their work experience placements, working with employers such as The Discovery Channel, Severn Trent, Barclays, Farrans Construction and Birmingham Airport.



EMPLOYER SUCCESS

Coventry College, Coventry Jobcentre and University Hospital Coventry and Warwickshire (UHCW) have been working in partnership to support local, unemployed adults back into the workplace.

The College has supported the hospital's Kickstart Scheme since its launch, via its Next Steps Hub, by delivering short employability programmes as part of their recruitment drive via their Sector-Based Work Academy Programmes.



“We are so pleased to be working in partnership with Coventry Jobcentre and the hospital to help Coventry’s unemployed adults regain confidence and self-belief after becoming unemployed after the effects of the recent pandemic. We have fantastic college staff ready to support referred clients into new employment opportunities within various roles at the hospital and are proud to be part of their personal development journey.”

EMMA INGRAM,
**HEAD OF EMPLOYER ENGAGEMENT
& SALES AT COVENTRY COLLEGE**

“As part of the Government’s Plan for Jobs, Sector-Based Work Academy Programmes are proving a vital tool in offering unemployed young people a route into employment. Through pre-employment training, work experience and a guaranteed job interview, these academies offer a successful and unique approach to recruitment. Coventry Jobcentre is extremely proud to have built a successful partnership with Coventry College and University Hospital Coventry, to offer the young people of Coventry and Warwickshire access to some amazing Kickstart jobs.”

CRAIG SIXTY GUEST,
COVENTRY JOBCENTRE BUSINESS DEVELOPMENT LEAD

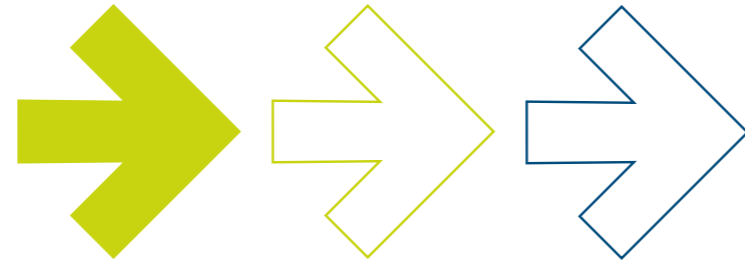
“The Kickstart Scheme has been nothing but a good thing for me. I went from unemployed and feeling lost, to waking up every day with a spring in my step. It has been a wonderful experience so far. I am very proud of myself and would urge anyone else who is a part of the scheme to take advantage of this opportunity to start again.”

KATIE PARKES,
KICKSTART LEARNER

“Kickstart is an amazing opportunity for someone wanting to pursue a career within the NHS. We offer support, guidance and progression. Some candidates have gained full time employment with us as a result of their placement. The Sector-Based Work Academy Programmes that Coventry College offers give candidates confidence and prepare them for a real work environment and interviews.”

CHARLOTTE BROOKS,
KICKSTART RECRUITMENT COORDINATOR AT UHCW

LOOKING FORWARD



As a college we are seeking to continuously improve the quality of our provision and continue to grow and diversify our income streams to deliver brilliant learning outcomes for all learners.

We're focused on delivering the aims and ambitions of our 2021-24 Strategic Plan and innovating our curriculum offer, as well ensuring high-quality teaching and learning experiences for all of our learners.

This will be achieved by ensuring capital projects are delivered successfully, leading to industry standard facilities, new employer partnerships and opportunities for learners in all areas of provision.

**'Coming together is a beginning.
Keeping together is progress.
Working together is success.'**

E. E. Hale



MESSAGE FROM THE PRINCIPAL



It has been an incredible two years, which have seen Coventry College escalate to a position of strength. Against a backdrop of huge change and challenge we have united as a team of governors and staff to drive forward One College, One Campus, One City.

We are committed to ensuring success for our learners through a sustainable single campus, and I am extremely proud to be part of that transformation.

Despite the ongoing challenges of the pandemic, there have been many successes and key highlights, a number of which are featured in this review.

It has been a huge change for our learners post pandemic, returning to full onsite delivery, the pressure of having to travel to college and being punctual and the experience of exams, which for many learners has been their first. Staff have worked tirelessly to ensure that learners have made the right level of progress and receive the support to ensure that they successfully achieve their qualifications and are able to progress towards the next part of their learner journey.

I would like to congratulate all of our learners and to thank employers, partners, parents, carers and governors for making their achievements possible. A successful college relies on the continuing quality, enthusiasm and commitment of the staff and I would like to thank them for putting the learners first and for their dedication during what has been a turbulent period for us all.

We are moving into an exciting new phase with enhanced facilities in some of our key areas thanks to support from government funds and will be developing and showcasing our new facilities and delivering new courses across construction, retrofit, digital, electrification and battery technology.

There is also further investment planned in health, science and digital via the introduction of the new T level qualifications in 2023.

We are keen to continue to make the same level of progress in the next academic year, demonstrating further transformation to ensure a very bright, sustainable and successful future for the College.





02476 932 932

hello@coventrycollege.ac.uk

Coventry College

50 Swanswell Street, Coventry, CV1 5DG