



Annual Review 2022-23



FOREWORD FROM THE CHAIR



It is a privilege to welcome you to our Annual Review for the 2022/23 academic year. Coventry College has continued to go from strength to strength with significant improvements in its financial health and the student experience.

This progress has been formally recognised by the FEC (Further Education Commissioner) and the ESFA (Education, Skills and Funding Agency) with the college being removed from its 'Post Intervention Monitoring Support' status.

Once again, the college has been ably led by CEO and Principal Carol Thomas and her executive team, who have continued to drive the required culture change in the college to move us closer towards achieving a world-class teaching and learning offer. In addition to the two Vice-Principals, Gemma Knott and Patrick Geary, the executive team has been further strengthened this year with the appointment of Rob Moore as Chief Finance and Operating Officer.

Ofsted inspected the college during the year and whilst the overall grade has remained unchanged, there was clear recognition of the positive progress that the college has made across many areas. The most significant challenge from the inspection was in the area of apprenticeships, which consequently

means these will not form part of Coventry College's offer in the near future. The board believe this will allow Carol and her team to focus their efforts on delivering the highest quality of teaching across the college's core offer.

In line with statutory expectations for all further education colleges, the Corporation Board commissioned an independent review of governance. The review provided further assurance that the quality of governance at the college is strong and this is a testament to the commitment of my fellow governors on the board and our highly-skilled Head of Governance, Kay Kavanagh. The board continues to develop through its Governance Action Plan and its ongoing benchmarking against the Code of Good Governance.

One of my personal highlights of this year was being able to join Louise Bennett OBE (Deputy Lieutenant of the West Midlands) and Corin Crane (Chief Executive of the Coventry and Warwickshire Chamber of

Commerce) to celebrate the Royal Coronation at the college. The day showcased the diversity and talent within the college community.

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

Adam Boddison

Chair of Governors

Professor Adam Boddison OBE



A MESSAGE FROM THE PRINCIPAL



It has been an amazing year in which the College has now firmly established itself as a single campus college at the heart of the city.

We were thrilled to be shortlisted this year for an award with the Institute for Turnaround, which is testament to the incredible pace of transformation and change evident here at the College, which would not have been possible without a team of staff and governors committed to continuous improvement and success for our learners.

Our first year fully operational onsite without any disruptions to teaching and learning has been busy and exciting, with not one but two incredible events to celebrate with the Queen's Jubilee and the Coronation of King Charles the III, where we paid tribute to the cultural diversity of our college community. I was honoured to be able to take part in activities enriching the learner experience and to witness their enjoyment.

I would like to congratulate all of our learners and to thank employers, partners, parents, carers and governors for making their achievements possible. The next phase of the College's journey of success depends upon the continuing quality, enthusiasm and commitment of its staff and I would like to pay tribute to their hard work and dedication during yet another challenging year against a backdrop of economic hardship.

As we move into the next academic year we are keen to further secure our reputation as a key provider of quality skills and training through our Vocational Sixth Form Offer, our Adult offer and our Commercial offer aimed to meet the requirements of the West Midlands, Coventry and Warwickshire Local Skills Improvement Plan. We will be working closely with strategic partners and employers to ensure that we have a portfolio of provision, fit for purpose to meet the needs of a demand led environment.

With the introduction of T level qualifications, huge capital investment to continuously improve the facilities for learners and staff and improved outcomes for learners, the future for Coventry College is exciting and I am thrilled to be part of the team ensuring the future growth and sustainability of the College.

Principal and CEO
Carol Thomas



A YEAR IN FOCUS...



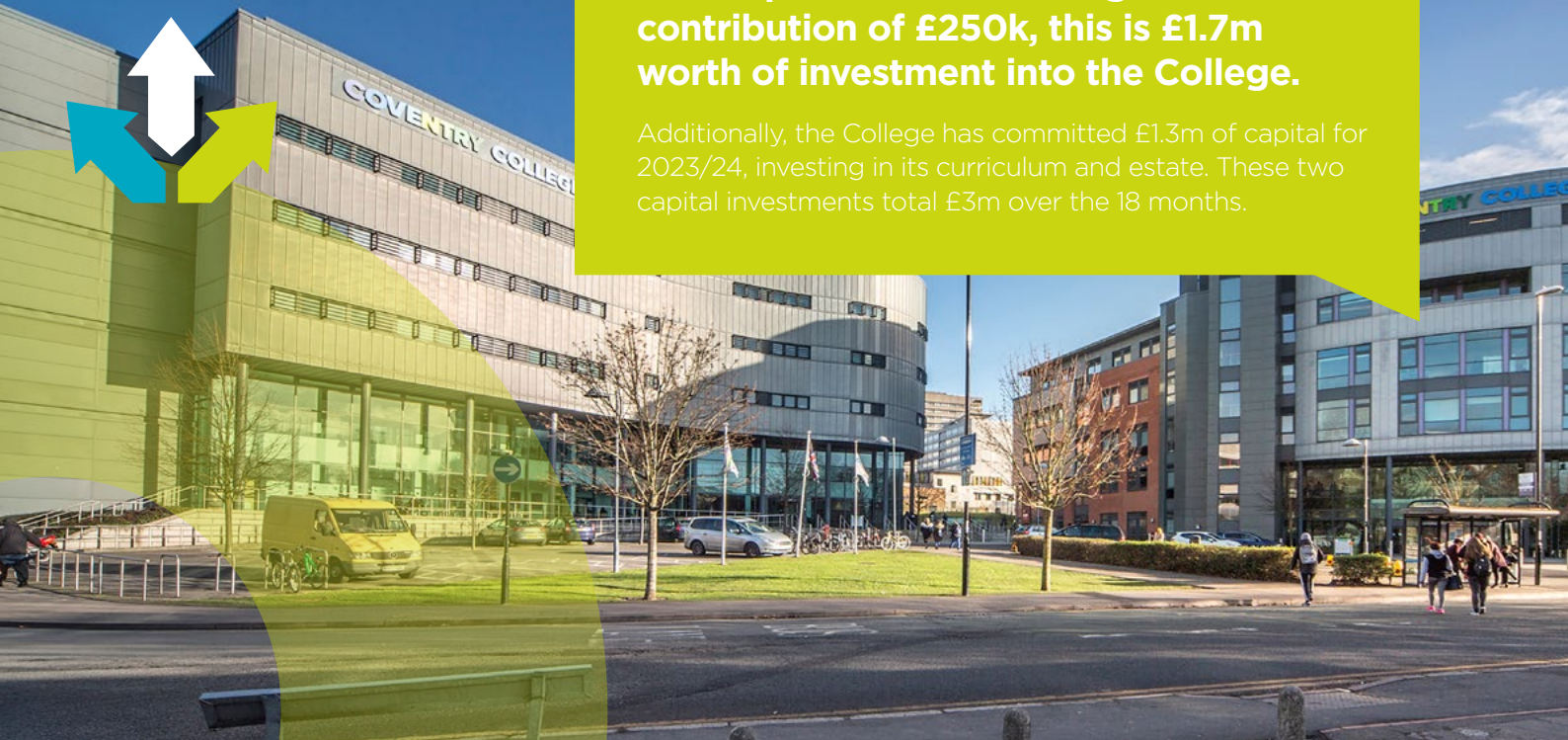


INVESTING IN OUR FUTURE

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.

The College has recently been awarded funds from the Post-16 Capacity Development Fund in order to develop its campus. With the College's contribution of £250k, this is £1.7m worth of investment into the College.

Additionally, the College has committed £1.3m of capital for 2023/24, investing in its curriculum and estate. These two capital investments total £3m over the 18 months.



A new electric vehicle training centre in Coventry has moved a step closer with a national firm set to begin construction.

Commercial fit-out specialists Inside Limited have been appointed to lead construction on Coventry College's new electric vehicle and retrofit centre. The new facility will be the first of its kind in Coventry and Warwickshire.

The £1 million works, funded through the Government's Strategic Development Fund, will help to deliver the new state-of-the-art centre to provide specialist training to students and the wider workforce.





FINANCIAL SUMMARY



We are on the right path – the hard work and sacrifices recently have enabled us to fund two pay awards in two years and invest in the curriculum areas.

It is vitally important that we recruit and retain as many students as we can this coming year as this will have a direct impact on us being able to expand the curriculum and staffing base, fund future pay awards, and invest in the campus, curriculum and learners.

As a college we:

Have reduced our debt significantly over the past couple of years

Are generating a healthy surplus of £1.8m for 22/23, generating positive cash flow

Are diversifying our income streams



Coventry College's Learning Hub won a £1,000 Local Literacy Grant from Better World Books, a worldwide online bookseller, to further develop their **Fiction Addiction and Read to Succeed** book borrowing challenges.

Since September, over **500 students have got involved** with the two challenges which encourage learners to borrow and read as many books as they can.



CELEBRATING SUCCESS

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

SHOUBNA NAIKA-TAYLOR



Shoubna Naika-Taylor, Curriculum Manager for Digital at Coventry College, addressed key figures and guests at **British Esports' fifth Esports in Education Summit** in February 2023.

Freddie Painter, who studied **BTEC Level 3 Sport** at Coventry College signed for **Birmingham Moseley Rugby Club** for the **2022-23 season**.



FREDDIE PAINTER

A group of 25 learners from **Coventry College's Rugby Education Programme** went head-to-head with top teams from Portugal and the UK at the **2023 Portugal Rugby Youth Festival** in Lisbon in April.





Lora Scott, Curriculum Lead and Lecturer in Teacher Education and HR at Coventry College, has been awarded **Advanced Teacher Status (ATS)** by the **Society of Education and Training (SET)**, and is now helping raise teaching standards at the College.



LORA SCOTT



ELIZABETH MCGRANE

Elizabeth McGrane, from Coventry, dreamt of being a PE Teacher despite struggling with exams at secondary school – leaving with enough grades to secure a place at college. Now, the 19-year-old is one step closer to her dream job after starting her first **teaching placement as part of Birmingham City University's Secondary PE with Qualified Teacher Status (QTS) course** – and has praised Coventry College for helping her achieve her ambitions.

Jake Wade, 17, was selected for the **AoC Sport England College's Men's Hockey Squad for the 2022-23 season**. The **BTEC Level 3 Sport** student from Coventry has played hockey since the age of four, taking after father Greg and brother Adam who have both played for national sides.



JAKE WADE



ASHA KAUR

Coventry College student Asha Kaur, 55, has won the **Step Into Learning award** at the inaugural **West Midlands Adult Learning Awards** at a ceremony at Conference Aston, Birmingham.



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.



Coventry College's creative media students helped to shine a spotlight on the work of one of the official suppliers to the Birmingham 2022 Commonwealth Games.

Five of the college's students were selected to work with Bristol-based technical production specialists SLX, to take part in an industry experience placement after the company was chosen to be the event's official broadcast lighting provider.

The Level 3 creative media learners were tasked with producing behind-the-scenes social media content of SLX's work in a bid to attract future talent and clients for the business.





Hair and Beauty learners helped thousands of athletes look and feel at the top of their game when an elite competition came to the region.

Around 200 hairdressing, barbering and nail services students from Coventry College delivered more than 1,000 beauty treatments to Commonwealth athletes at the Birmingham 2022 athletes village.



A group of Coventry students have teamed up with the local hub for one of the world's most popular gaming hobbies to boost their life skills.

Eight students from Coventry College's Entry Level Life Skills course visited the Warhammer shop in Coventry city centre for a day of confidence and independence-building activities.



Public Services learners at Coventry College took part in a series of eye-opening workshops about the consequences of knife crime with The Precious Lives project.



The College hosted Robot Day - an annual event to encourage young people into STEAM careers.





The College signed a three-year deal to sponsor the city's Godiva Festival.



Representatives of Refugee Education UK visited Coventry College to share insights with 60 English for Speakers of Other Languages (ESOL) students, answer questions, and host activities designed to support progression into work or higher education.



Coventry College hosted a jam-packed day of royal-inspired activities to mark the Coronation, with a celebration of diversity and creativity capped by a campus-wide afternoon tea.

During the celebrations the College kicked off its contribution to The Big Help Out with a student sign-up session, pledging an incredible 240 hours to support to the community through volunteering.





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EMPLOYER ENGAGEMENT

In 2022-2023 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 training and industry placement opportunities.



The Employer Engagement Team have hosted a series of **Employer and Careers Fairs** for our learners and wider community.

Award-winning business support organisation Birmingham Enterprise Community (BEC) has teamed up with Coventry College to create a **Professional Certification in Sustainable Management**, helping West Midlands professionals to future-proof their businesses and achieve net-zero goals.

Event and performance professionals from production specialists Area 51 visited Coventry College to speak to **Level 3 Dance and Musical Theatre** and **Level 3 Acting students** about opportunities in the events industry and how to build a successful career.



Business students in Coventry were put to the test by finance experts to see how their cost-cutting skills fare in real-world scenarios.

Level 3 Business learners at Coventry College joined forces to take on the **Barclays Finance Challenge** – working in groups to create plans to reduce energy costs on five different building types.



Ragdale Hall Spa in Melton Mowbray, Leicestershire, named Coventry College a **College of Excellence** for its hard work in educating high quality therapists and creating excellent relations.





A scheme designed to help the West Midlands go green will upskill more than 100 workers to help deliver energy-saving upgrades to homes and businesses.

Coventry College has secured funding from the **West Midlands Combined Authority for 100 learners to take part in Green Skills Insulation Bootcamps** over the next year. The training will be delivered in partnership with Dyson Energy Services, who are specialists in energy saving, insulation and renewable services.

A group of Teaching Assistant Sector Work Academy Programme (SWAP) learners successfully completed their Level 1 Working in Education training. As part of the programme, the learners progressed their employability skills via a work placement and vocational learning. Now, the cohort will each have a job interview with SMILE, a leading teaching recruitment agency.

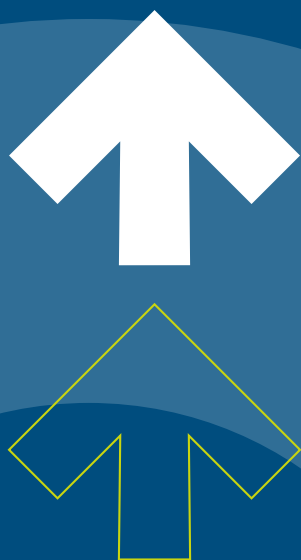




EXTERNAL GOVERNANCE REVIEW JANUARY TO APRIL 2023

‘In summary, this review recognises that the governing of Coventry College is **focused on teaching and learning**, is **enthusiastic** and **committed**, and is formed on a **positive and challenging, constructive culture**’.

Stone King Solicitors

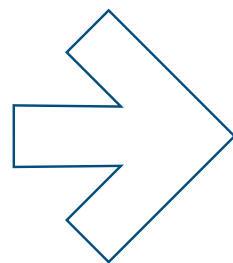
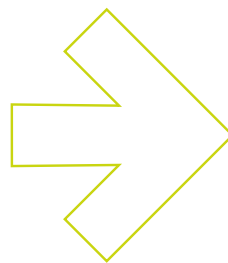
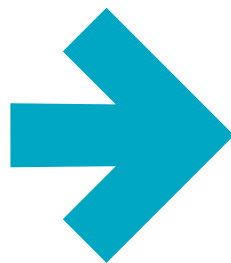




- From the available evidence, there are many encouraging indicators of a Governing Board that is continually seeking to act in the interests of learners.
- The governor profile of Board members indicates there is a wide range of appropriate expertise and skills.
- The chairing (on 3 occasions observed) enabled productive, well-structured meetings and the achievement of a positive governing culture. The engagement of members was strong and positive, and there was good challenge.
- Working relations observed between Governors and Senior Staff were excellent.
- The Governing Board is supported and advised by an experienced, knowledgeable and expert Head of Governance who has recently joined Coventry College (February 2022).
- The full board meeting was a well-organised, constructive event which dealt with a relevant and demanding agenda very effectively.
- There was a constant and welcome effort to connect items on the meeting agenda to teaching and learning;
- Robust, detailed and well-presented management accounts.
- There is a standardised, attractive agenda format for every Governing Board meeting.
- The Governing Board is supported by an open, informed and enthusiastic Principal and Chief Executive.



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 looking forward to starting our new employer responsive qualifications and training programmes in Retrofitting, Insulation and Electric Vehicle Technology, to meet the needs of the new Local Skills Improvement Plan.
- Our T Level qualifications in Digital and Early Years will welcome their first cohort of learners in September.
- We've extended our Access to Higher Education offering with two new programmes in Midwifery and Nursing, which will start in September.
- We'll be welcoming the first students on to our new Basketball provision in collaboration with Coventry Tornados. This new programme is part of a growth plan for our sporting provision at the Alan Higgs Centre.
- We'll be launching a new commercial training offer over the coming year, giving regional businesses the chance to up-skill their employees and providing local people with the skills needed for future jobs.
- Our new courtyard project will be completed over the next 12 months giving us an enhanced social space to bolster the student experience.
- Upcoming capital investment projects will future proof our training spaces.
- Finally, we'll continue to make sure our College's quality improvement is on the right trajectory, to prepare for our next Ofsted inspection.





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