



Croydon
College



COULSDON
SIXTH FORM COLLEGE

CROYDON COLLEGE

ANNUAL ACCOUNTABILITY STATEMENT

2023-24

[The College - Croydon College](#)





College Vision and Purpose

Our Vision is for:

Two great Colleges working together to transform our communities' economic, social and employment prospects.

Our Values underpin our College:

- Students at the heart of all we do; we ensure our decisions and actions focus on our students and their attainment;
- Our staff are our greatest asset; we value our staff and their expertise and invest in them;
- Respect for all; we celebrate diversity creating an inclusive and enjoyable environment;
- Ambitious for our students; we support our students to achieve their potential;
- Aim to be Great in all we do; we are reflective, innovative and always learning;
- Serve our community; we support our communities economic and social prosperity.

In our 2019-24 Strategic Plan we set out our 5-year strategic objectives as follows:

- 1) Croydon campus is a great general education College offering young people and adults' comprehensive pathways to employment and further study and transforming our students economic and social prospects;
- 2) Coulsdon Sixth Form campus is a great Sixth Form College offering young people with an excellent curriculum which enables them to achieve outstanding results and transforming our students prospects to successfully progress to further studies, University or an Apprenticeship;
- 3) Employers and Stakeholders shape the curriculum, ensuring that we are able to meet the skills needs of the local economy;
- 4) Our staff are our greatest asset, they are experts in what they do, we invest in them and ensure they are valued, empowered and supported to innovate;
- 5) An efficient and effective corporate core which enables the College to be Great.

Since the College's Strategic Plan was published, national skills policy has developed in line with The Skills and Post 16 Education Act 2022 and the new requirement for colleges to provide an annual accountability statement, aligned to Local Skills Improvement Plans (LSIPs). In London, the Local Skills Improvement Plan is being developed by BusinessLDN. The London Local Skills Improvement Plan will have four supplementary annexes, providing more localised plans for areas within London. Croydon College will sit within the South London Partnership area localised LSIP.

Notably, working to meet local skills needs was already a priority for Croydon College which has led to significant realignment of our curriculum over the last 4 years.

The Communities We Serve – Context and Place

Croydon College has grown rapidly since 2019, following the merger with Coulsdon Sixth Form College and a significant expansion in our High Needs provision and Adult Education. This enables us to better meet the needs of the community we serve, which is also rapidly expanding. Croydon now has the highest population of all London Boroughs with nearly 391k residents. The College has two campuses, the main Further Education campus by East Croydon Station and Coulsdon Sixth Form campus in the south of the borough.

The Further Education campus in East Croydon provides a wide range of courses from entry level to level 6 including apprenticeships across a wide range of vocational areas with approximately 1,650 students aged 16-18, 2500 adults in further education (entry to level 3), 200 Higher Education

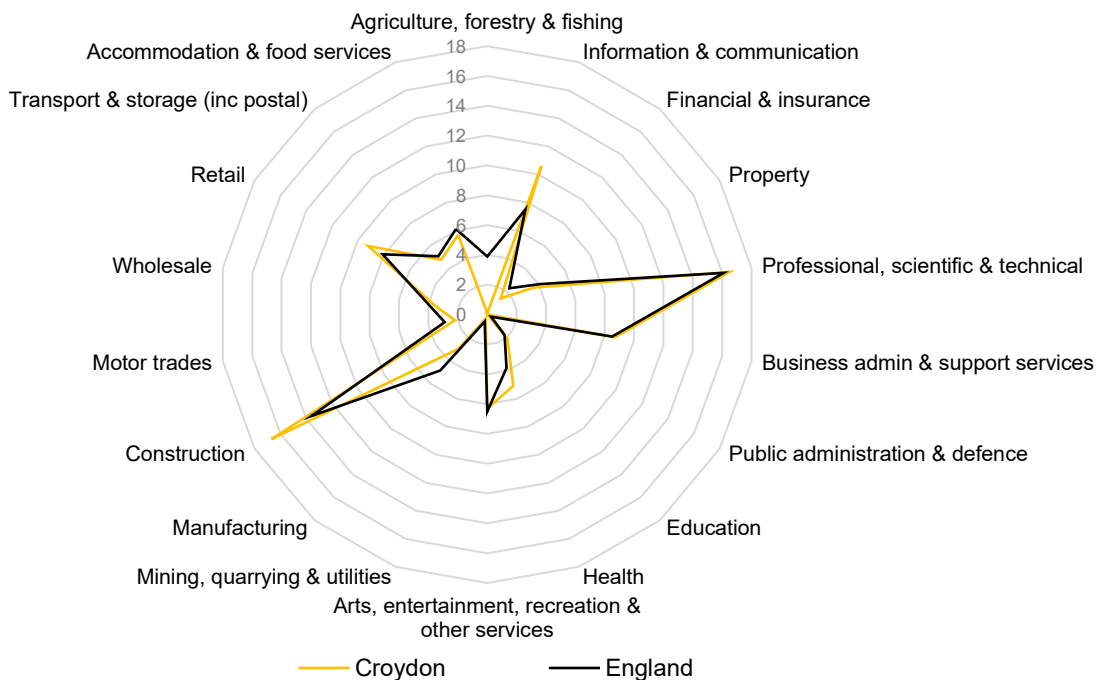
students and 200 apprentices. The Croydon University Centre located within the campus offers routes to Adult and Children’s Nursing in partnership with the University of Roehampton from a state-of-the-art Clinical Simulation Centre opened in 2021 to better meet the needs of Croydon University Hospital. A majority of the provision at the campus is at lower levels with a large ESOL offer for young people (22% of 16-18 provision at the campus) and adults (36% of adult provision at the campus). Prior achievement levels at the Croydon campus are low, approximately 79% have not achieved both English and maths at level 4 or above and continue to study these subjects at the college. The College has an exceptionally high number of Looked After Children (LAC), who together with care leavers account for over 18% of 16-18 students.

The Sixth Form campus has approximately 950 students, a vast majority of whom study a range of level 3 A levels and BTECs and 120 of whom are studying at level 2. The Sixth Form College concentrates on supporting students towards higher education and higher apprenticeships. While a majority of students are studying at level 3, it is notable that average prior GCSE grades for students at the campus are relatively low with an average grade of 4.16 for all students and 4.7 for level 3 students, which is comparatively low for a sixth form college. A majority of the students come from the disadvantaged wards in the north of the borough.

Business and Economic Profile

Nearly 93% of businesses in Croydon have fewer than 9 employees, a slightly higher proportion of micro businesses than London as a whole (91%).

Inter-Departmental Business Register (IDBR) data shows percentage of enterprises by industry Croydon and England.ⁱ



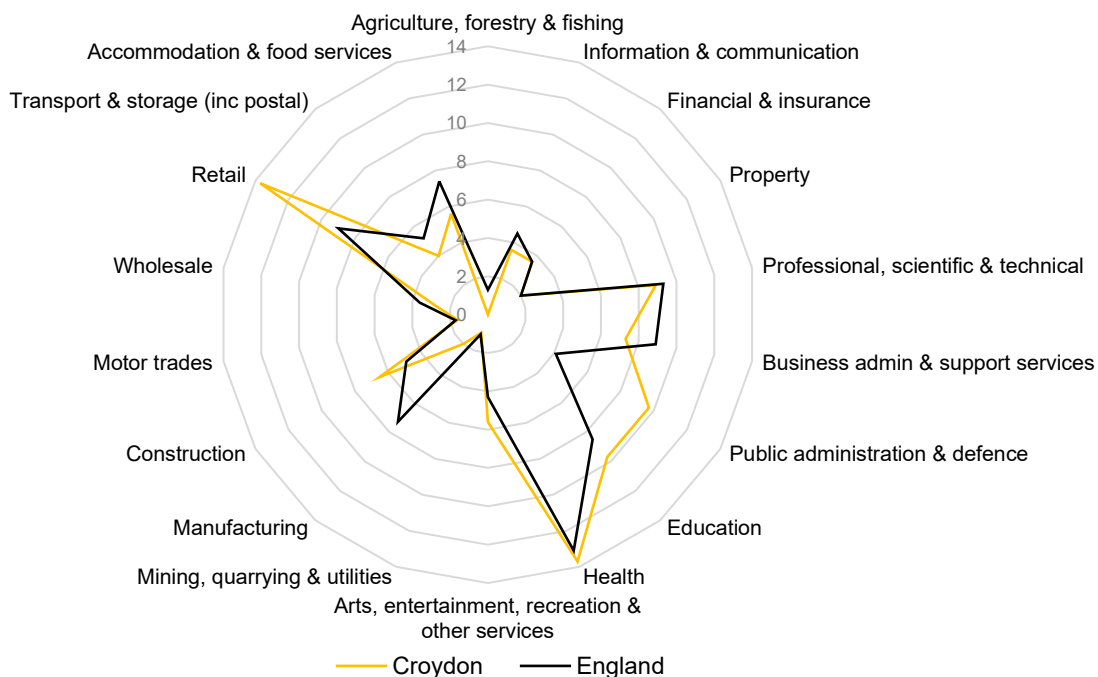
This shows the largest number of local businesses are in construction, professional, scientific and technical, information and communication, and retail. This differs from the top industries for employment in Croydon.

The top industries for employment in Croydon in the March 2021 census are:

- 1) Human Health and Social Work Activities;
- 2) Wholesale and retail trade;

- 3) Education
- 4) Construction
- 5) Public Administration and defence
- 6) Administrative and support services
- 7) Information and communication

Inter-Departmental Business Register (IDBR) data shows employment rate by industry for Croydon compared to England.ⁱⁱ



Social Needs

There are some major social challenges in Croydon. Deprivation in the North of the Borough is masked in local authority statistics by the affluence of a majority of the south of the borough.

Education - Young children in Croydon develop educationally at a rate similar to London and national rates, however this declines over time and by Key Stage 4 (GCSE) the proportion of children achieving grade 5 and above in English and Maths (48.9%) is considerably below the comparative level for London (57.5%) and below the level for England (50%). This is a pattern which continues at Key Stage 5 (16-18). Some 16.1% of Croydon residents have no qualification.

The student profile at our Croydon campus is notable for its level of need:

- The college has an exceptionally high number of Looked After Children (LAC) related to the location of the Home Office in Croydon - in 2021/22 there were 239 LAC in the college, an increase of 26% on the previous year, 229 were at the Croydon campus meaning approximately one in seven of our 16-18 students were LAC.
- 223 of our 2021/22 students were Care Leavers.
- There are also high levels (one in eight) of 16-18 year olds with caring responsibilities – in 2021/22 110 students were young parents and 79 were young carers.

Deprivation - An indicator of the level of poverty in Croydon is the proportion of secondary pupils eligible for and claiming free school meals, at 24% in Croydon this is significantly higher than the



15% in England as a whole. Indices of deprivation show high levels of deprivation in relation to income, crime, and housing; these translate into very high levels of health inequalities. In Croydon 13.6% of the population is income deprived, making it the 98th most deprived local authority. However, in the least deprived neighbourhood in Croydon, 1.8% of people are estimated to be income-deprived. In the most deprived neighbourhood, 41.9% of people are estimated to be income-deprived. The gap between these two, which is called internal disparity, is 40.1 percentage points in Croydon, showing the level of disparity in the borough between the affluent area and the areas of disadvantage.

The college supported 1,246 students financially during 2021/22 so that they were able to access learning, with 453 students receiving free school meals.

Employment – The claimant count in Croydon at 5.6% is higher than that for London and England, and continues to be higher amongst our younger residents. The proportion of people on Universal Credit at 18.9% is high, and particularly high amongst females (21.6%).

Approach to developing the Annual Accountability Statement

The College works closely with a wide range of local stakeholders to ensure it meets the skills needs of our local community including employers. We have a close working relationship with the local authority and other key stakeholders such as Croydon NHS Trust, who are both major employers in the local area, as well as key anchor institutions.

Employer engagement continues to be a priority for the College in ensuring that our provision meets the needs of the local economy. We work with a wide range of employers and use EMSI to inform our curriculum. This is supplemented by curriculum specific engagement of employers, for instance in Health and Care, Apprenticeships and Art and also through an Employer Reference Group. The Employer Reference Group meets every half term and informs the curriculum both in terms of areas of growth and soft skills development.

The College is an active member of a number of local boards and committees supporting our ability to meet local needs, this includes the local Business Improvement District, in which the Principal and CEO is a Director, Develop Croydon, a network which supports local regeneration, and Croydon Cultural Network.

In the development of this Accountability Statement the College is drawing on the key priorities as identified in the draft South London Partnership annex of the London LSIP, much of which maps easily to the College's strategic plan.

The College works in partnership with other colleges and providers across the South London Partnership area to plan and develop provision to meet current and emerging needs of employers in the area. For instance the development of the Electric Vehicle Curriculum in partnership with South Thames College.

Meeting National, Regional and Local Skills Needs

Croydon College has a clear strategic plan which was developed in consultation with key stakeholders and has a focus on meeting the skills needs of the communities we serve, including employers. This Accountability Statement aligns with our strategic plan for the 2023/24 academic year, while also taking into account the draft London LSIP and the South London Partnership draft annex to the London LSIP, as well as key national priorities.



Croydon College, in line with the key priority in our strategic plan, has responded to the needs of the local economy to grow our provision in Health and Care, Engineering and Construction and Digital and IT. Since the publication of our Strategic Plan we have also identified Green Skills and level 4 and 5 technical skills as a key area for development and are working collaboratively to develop our provision in these areas, for instance we have a close working relationship with Croydon NHS Trust.

The LSIP draft annex for the South London Partnership area names the following priority sectors:

- 1) Health and Social Care
- 2) Construction and the built environment
- 3) Information and communications
- 4) Hospitality and retail
- 5) Education

The top three sectors align to those in the College’s strategy.

In addition to the sectors the LSIP annex for South London identified the following cross cutting themes, which will be taken into account in developing our future curriculum:

- Green Skills
- Technology
- Entrepreneurialism
- Transferable Skills
- Inclusion - Health and Disability
- Supporting International Recruitment
- Strengthening relationships between employers and providers
- Provision of skills and training reflective of employer needs
- Skills and training for Jobs
- Boosting learner demand for key sectors
- Increasing use of apprenticeships

Taking into account our strategic plan and the draft LSIP annex for the South London Partnership area the College plans to deliver the following in the 2023/24 academic year.

	Objective Theme	Targets
1	Continued focus on growth of the Construction, Engineering, Digital and Health and Care sectors to meet the needs of the local and regional economy.	New courses are planned in: <ol style="list-style-type: none"> 1) Education & Childcare (Early Years) T-Level 2) FdA Early Education Studies 3) Top up BA Early Education Studies 4) Digital Production Design & Development T-Level 5) BTEC Level 1 Diploma Digital Media 6) BTEC Level 3 Foundation Diploma Digital Media Production (Content Creation) 7) HNC/D Digital Technologies (Cyber Security) 8) HNC/D Digital Technologies (Cloud Networking) 9) HNC/D Digital Technologies (Gamed Development) 10) Entry 3 Construction with ESOL 11) Entry 3 Plumbing 12) BREEAM (Build Research Establishment Environment Assessment Method L3 13) Internal Cert Construction Project Management L5



		<p>14) Certificate Auto Computer Aided Design (CAD) L3</p> <p>15) Internal Cert Autodesk REVIT L4</p> <p>16) Electrical Vehicle Charging</p>
2	Expansion of the T level offer, introducing Digital and Childcare T levels at the Croydon Campus in 2023/24	The College will deliver 4 T Levels in 23/24 in Engineering, Science, Digital and Childcare, with approximately 60 new students.
3	Continue to implement our Apprenticeship Strategy and grow our high quality apprenticeship provision to meet local employer needs	Income for apprenticeships to grow to £1million
4	Ensure that new arrivals to the country are able to access education in English required to be economically and socially active	Deliver ESOL to at least 350 16-18 year old students
5	Improve work experience and work-related activities within the College to better prepare students for the world of work or progress to further study.	<ol style="list-style-type: none"> 1) A clear policy underpinning work experience across the organisation 2) All study programmes students to have appropriate work experience/work related opportunities clear in Scheme of Learning 3) Work Experience to focus on progression to HE for Coulsdon Sixth Form Students 4) An increase in opportunities for our Discrete High needs students to access work experience
6	To meet the College's Teaching, Learning and Assessment Objective from the College's Sustainability Strategy 2019-24 'To green the curriculum, enabling delivery of qualifications for sustainable jobs'.	<p>Launch the Electric Vehicle offer at the Croydon Campus from May 2023.</p> <p>Work towards increasing the GLA Mayoral Green Skills priorities, cascading to our younger students.</p> <p>Continue to measure and publish our Carbon Footprint and develop our retrofit plan for the Coulsdon campus in 2023/24.</p>
7	Improve the Quality of Education across the college	<p>Attendance target set at 85% for both campuses</p> <p>Achievement rates at Coulsdon Campus increase to at least 82%</p> <p>To improve the quality of High Needs provision to Good by reinspection</p> <p>To improve Behaviour and Attitudes to Good by reinspection</p>



Corporation Statement

On behalf of the Croydon College Corporation, it is hereby confirmed that the annual accountability statement as set out above reflects an agreed statement of purpose, aims and objectives as approved by the Corporation at its meeting on 24th May 2023.

The annual accountability statement is published on the College's website by 1 December 2023 and will be accessible using the following link: [The College - Croydon College](#)

Supporting Documentation

Croydon College Strategic Plan 2019-24 [CC Strategic Plan v2-LR.pdf \(croydon.ac.uk\)](#)

Croydon College Financial Statements [Audited-Financial-Statements.pdf \(croydon.ac.uk\)](#)

Ofsted Inspection Report [Croydon College - Open - Find an Inspection Report - Ofsted](#)

ⁱCroydon Observatory - [Economy - UTLA | Croydon | Report Builder for ArcGIS \(croydonobservatory.org\)](#)

ⁱⁱCroydon Observatory - [Economy - UTLA | Croydon | Report Builder for ArcGIS \(croydonobservatory.org\)](#)