

Accountability Agreement



Statement of Purpose

City College Peterborough provides learning for both social and economic wellbeing: working to improve the life choices and work and pay prospects for local people; feeding into the local economy through working with business, communities and individuals alike; and focusing on SEN development and enhanced pathways for young people with complex needs.

Our Mission and Principles (below), demonstrate our statement of purpose and the Strategy Map that follows, shows how this links into our whole organisation and underpins everything we do to support the city and its beneficiaries.

Mission

City College Peterborough's mission is to facilitate excellence. We work with integrity and an entrepreneurial approach. Our learning environment seeks out new opportunities and forges long term, meaningful connections with people and communities.

Operating Principles

Resilience:

We will work to ensure all decisions we take meet the long-term ambition and best interest of the organisation by:

- Being politically astute and proactively horizon scan to be ready for emergent opportunities.
- Acting to reduce our carbon footprint to zero as quickly as possible.
- Eliminating waste and pollution by conserving, recycling and re-using resources.
- Eliminating single use items and minimising our use of energy.
- Working only with those organisations who can demonstrate matching commitments to sustainability and good governance of resources.
- Seeking opportunities and delivering cost effective services for sustainable, controlled and profitable growth.
- Making informed decisions, managing risk and identifying early, any threats to business continuity.
- Ensuring financial sustainability through good governance and effective controls in a changeable and challenging environment.
- Developing, investing in and valuing our workforce.

Outcomes:

We will focus on helping the people we work with achieve their desired outcomes as quickly and as simply as possible by:

- Giving information, advice and guidance that helps people to gain a better understanding and make informed decisions and have choices.

- Recognising achievement and commitment to results.
- Providing clear, documented processes throughout the organisation which are standardised, minimised and owned.
- Having facilities, technology and equipment that is up to date, well maintained and easy to access.
- Being clear on our purpose and consistent in our aims.

Growth:

We will grow by expanding forward thinking programmes that generate economic, social and cultural prosperity by:

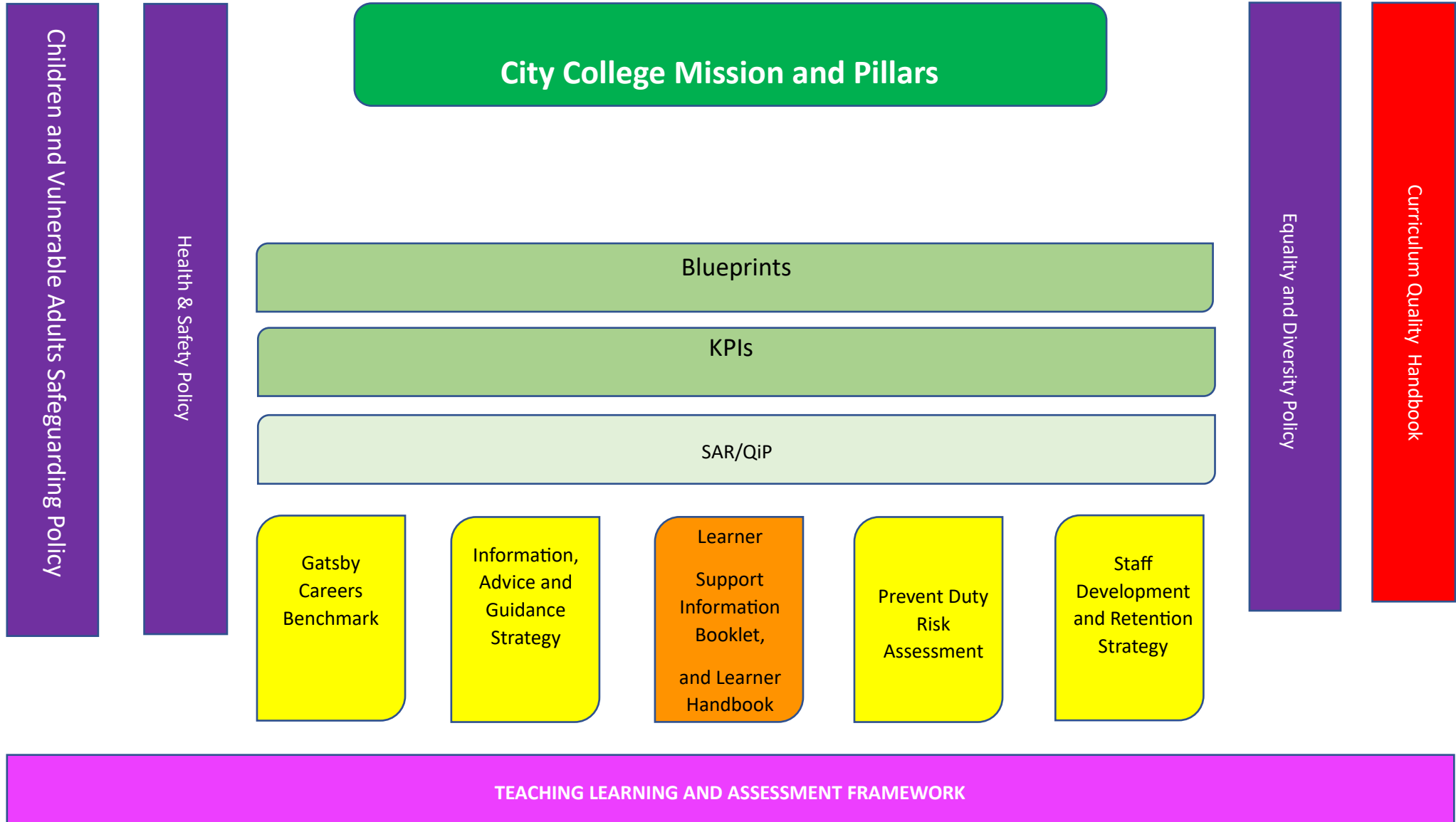
- Building on our breadth and span of programmes that benefit the college, learners, communities and businesses.
- Seeking opportunities to connect with local, regional, national and international organisations.
- Assessing each opportunity to ensure it is right for us and meets our mission and values.
- Learning openly from our successes and failures, using this knowledge to inform future projects and strategy.
- Collaborating with partners that align to our values, ensuring suppliers are best value and choosing local where possible.

Quality:

We will be relentless in our approach to continuous improvement by:

- Gathering feedback to better understand the customer needs and wants and deliver an excellent service by resolving all queries and complaints in a timely manner.
- Investing in improvements which will directly impact the experience of staff, customers and stakeholders positively.
- Ensuring a robust and effective recruitment, induction and developmental process is followed throughout the business.
- Training, coaching and empowering employees to problem solve, make decisions and engage in professional discussion, where different opinions are valued.
- Share responsibility at all levels for promoting the vision with a transparent, collaborative and effective culture.

City College Peterborough Strategy Map



Context and Place

City College Peterborough serves the Greater Peterborough area, reaching over 1,750 people (with 3513 enrolments) every academic year. City College Peterborough is a part of Peterborough City Council and holds funding contracts with the ESFA and the CPCA (Cambridgeshire and Peterborough Combined Authority).

Peterborough has a population of 202,914 (ONS Census 2021). The age profile is:

0-15-year-olds - 18%	16-34-year-olds – 21%	35-44-year-olds – 15%
45-54-year-olds – 12%	55+ year olds - 34%.	

With an increase in diverse population there is 138 languages spoken in our city schools.

Deprivation levels in Peterborough are high with areas of the city in the top 10% nationally (CIPFA (Chartered Institute of Public Finance and Accountancy)). The figures are based on the 2019 Index of Multiple Deprivations and Peterborough has 16 out of 101 LSOAs (Lower-layer Super Output Area) within the top 10% of most deprived. Over 40% of LSOAs are in the three most deprived national deciles.

Peterborough's unemployment rate is worse than the national average with a current claimant rate of 4.7%, which rises to 5.2% for youth, compared with the UK average of 3.7% (ONS statistics released in February 2023). The average wage in Peterborough is £28,000, which is 13% lower than the national average.

In terms of education attainment, the following data is from Gov.uk and relates to 2021/22 school leavers:

	Peterborough	England
Pupils achieving Grade 5 and above in English and Maths GCSE	43%	49.8%
Average attainment 8 score	46.2%	48.8%

Opportunity Peterborough sites the main corporate employment sectors as: engineering & manufacturing, Agri-tech, food & drink, digital & creative, energy & environment and financial services.

Health Statistics

Health in summary

- The health of people in Peterborough is varied compared with the England average. About 19% (8,500) of children live in low-income families. Life expectancy for both men and women is lower than the England average.

Health inequalities

- Life expectancy is 8.4 years lower for men and 5.7 years lower for women in the most deprived areas of Peterborough than in the least deprived areas.

Child health

- In Year 6, 22.6% (524) of children are classified as obese, worse than the average for England. The rate of alcohol-specific hospital stays among those under 18 is 37*. This represents 18 stays per year. Levels of teenage pregnancy, GCSE attainment and breastfeeding initiation are worse than the England average.

Adult health

- The rate of alcohol-related harm hospital stays is 663*. This represents 1,180 stays per year. The rate of self-harm hospital stays is 247*, worse than the average for England. This represents 490 stays per year. Estimated levels of adult physical activity are worse than the England average. Rates of statutory homelessness and violent crime are worse than average. *Per 100,000 population.

The information in this box is taken from the Peterborough Local Authority Health Profile published in 2018 by Public Health England.

Our Approach

So as to inform our planning cycle for the delivery of our Study Skills and Adult Education contracts, City College Peterborough continuously meets with stakeholders and conducts a review of National, Regional and Local priorities and this intelligence feeds into an annual planning cycle.

Working with a range of key external stakeholders, local need and priorities are identified. This is managed through stakeholder relationships, attendance at strategic partnership meetings, a close relationship with local authority and public sector departments and working with other local providers to meet the skills need.

LOCALLY, we undertake the following:

Stakeholder relationships and memberships of

- Local Chamber of Commerce
- Being a 'Bondholder' (Peterborough's Business Membership Network)
- A network of active employers we deliver to
- The City's voluntary network.

Strategic partnership meeting (attendee of the)

- Newly formed Peterborough Employment and Skills Strategic Partnership Board
- Tackling Worklessness in Peterborough
- Towns Fund Board

Close relationships and working with

- Opportunity Peterborough (The City's Economic Regeneration Company)
- Peterborough College
- Anglia Ruskin University Peterborough
- Council Departments
- Department for Work and Pensions.
- Secondary Schools

REGIONALLY, we undertake:

Stakeholder relationships with the

- Cambridgeshire and Peterborough Combined Authority
- Chamber of Commerce

Strategic partnership meeting (attendee of the)

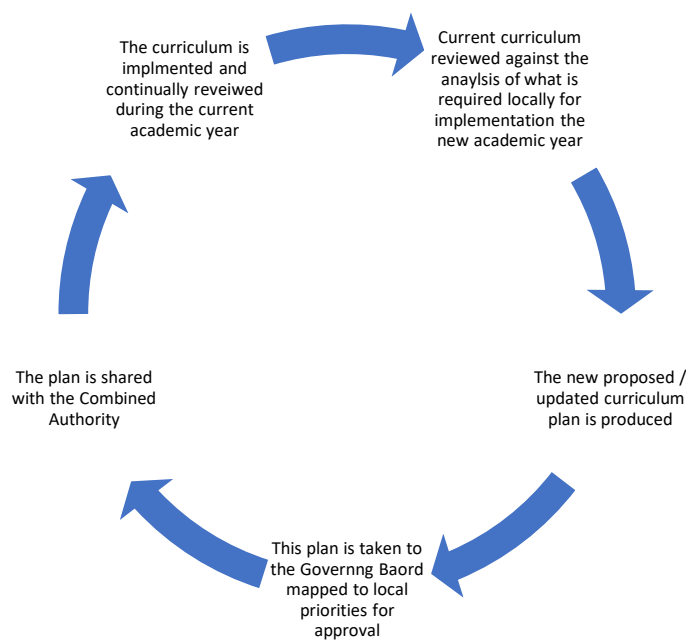
- Cambridgeshire and Peterborough Combined Authority Employment and Skills Advisory Board
- Regional Principals Group

Close relationships and working with

- District Councils
- Wider Provider group

NATIONALLY priorities and need are primarily identified through keeping account of Government policy and white papers but in addition we are members of Holes and our Executive Principal is a Director and their Chair. A Staff member is also a T-level Ambassador.

Through the regular and continuous work that is shown above, we are able to ensure that the curriculum offer is grounded in the appropriate research and intelligence gathered through these partnerships, thus ensuring the strong relationships we have with local employers and stakeholders informs the development of our work.



College Strategic Aims & Pillars	Impact and/or Contribution towards National, Regional and Local Priorities for Learning and Skills	Priorities impacted and reason for objective
<p>Resilience We will work to ensure all decisions we take meet the long-term ambition and best interest of the organisation</p>	<p>We will continue to build on our Level 3 offer by expanding our Health & Social Care courses and continue the work of the Health, Wellbeing & Social Care Academy that finished in May 2023 by increasing our enrolments to 365 in 23/24. This will also enable us as per the Skills for Jobs White Paper build stronger relationships with these key industries in the area.</p> <p>We will continue to work with Community Learning partners to deliver in community settings and engage with those hardest to reach, and help to empower local leaders and communities as per the Levelling Up White Paper.</p> <p>Due to 35% of residents in the 2021 census stating they had no qualifications or below level 2 qualifications and 15.8% of the city's residents do not have any adults who have English as their first language in their household, we will continue to offer courses in English, maths and ESOL for 869 learners in 23/24 to ensure we enhance people's skills. We will also continue our offering of Level 1 and 2 courses in early years, education, adult social care and business admin, management and customer service.</p> <p>We will grow our Multiply offer from our initial pilot offer in 2022/23 and build more courses on a term-by-term</p>	<p>This encompasses the national priority of a Level 3 offer that supports adults without an existing full level 3 qualification and adults who meet the definition of "low wage" or "unemployed" as well as a key priority sector in the Peterborough area with the need to attract more workers into the local care sector.</p> <p>This links to the Peterborough local priority of ensuring we are enabling our most vulnerable residents to live healthy and independent lives, the regional priority of ensuring inclusion in continued and community learning and support for disadvantaged people, adults with SEN, care leavers and ex-offenders, and the national priority of focusing public funding on those who are disadvantaged and least likely to participate, including in rural areas and those on low income with low skills.</p> <p>This connects to Peterborough City Council's City Priorities ensuring that there is an adult skills offering that meets the needs of our residents, existing and future employees and includes those that are most at risk of exclusion from society. Regionally this ensures that we are working towards the long term and short term goals of the combined authorities priorities for pre-work learning and formal education. It also links to the national priority of the Adult Education budget that ensures providers target and support the most disadvantaged learners, and Levelling Up White Paper ensuring more people complete high quality skills training.</p> <p>This meets the national priorities of investing in meaningful participation that boosts people's ability to use maths in their daily life, at home and work – and enable adults to achieve formal qualification that can open doors for them</p>

	<p>basis offering a mixture of 50 engagement sessions and courses by 2024/25.</p> <p>We will enable our most vulnerable young people to live healthy and independent lives, whilst ensuring that upskilling opportunities are available and supports positive progression opportunities for individuals that impact positively on the local community and economic growth.</p>	<p>(such as into a job, progression in a job, or progression to further study); and increasing the proportion of adults that progress into sustained employment and/or education.</p> <p>Too many of our residents work in low skills, low wage jobs, with poor or worsening health and disability, live with low job security and experience in-work poverty. These individuals and families are particularly vulnerable to the cost-of-living crisis and shocks to our economy.</p> <p>Peterborough City Council – Sustainable futures 2023</p>
<p>Outcomes</p> <p>We will focus on helping the people we work with to achieve their desired outcomes as quickly and as simply as possible.</p>	<p>We will continue an offer of adult education and its suitable growth that supports 4622 local adults in 23/24 across the city and surrounding areas. This will incorporate learning for both social and economic wellbeing. Working to improve the life choices and work and pay prospects for local people, feeding into the local economy through working with business, communities and individuals alike and offer courses around the three distinct offerings of Qualifications & Skills for Work; communities, families and Skills for Life; and knowledge and interests.</p> <p>We will build on our pilot IAG service that was introduced in 2022/23 ensuring learners continue to get information, advice and guidance on careers and enhance our service further to help learners progress towards their end goals.</p> <p>We will highlight our progression pathways better, so that learners are able to understand the routes and destinations they can get to and how learning can also have health and wellbeing benefits.</p>	<p>Underpins all local, national and regional priorities of ensuring that there is an adult skills offering that meets the needs of the city and surrounding areas residents, and supports participation in English, maths, digital training as well as upskilling and reskilling to help them into employment, progress in work or to further study.</p> <p>This supports local, regional and national priorities of ensuring that we are improving access to careers advice at any age, and that coordinated support is available for those who need additional assistance in transitioning into or between work; that appropriate information, advice and guidance is given to a learner and the learner should be made aware of their entitlement rights and progression routes on completing an entitlement qualification; and that clear information about career outcomes is provided, ensuring we give learners information about all options and we are supporting adults to upskill and reskill.</p> <p>Contributes to local, regional and national priorities ensuring that we provide clear information about all options available to learners, enhancing exposure to role models, work experience and understanding of various training routes into sectors and occupations to help widen participation and transform</p>

	<p>We will continue to develop our observation process around a capitals framework to allow us to capture an individual's distance travelled on our courses, so that we can truly recognize the impact learning has on our learners and the progress they make in terms of human, social, cultural and symbolic capitals.</p> <p>We will deliver a curriculum that supports all young people who attend City College Peterborough with access to exciting enrichment opportunities. Recognising that a large proportion of learners have support needs including SEN, social, emotional, behavioural difficulties and significant health issues. Bespoke programming and wrap around support that is tailored to each young person and their wellbeing will ensure sustainable pathways, positive progression and an ability to make positive life choices that impact the individual and wider community.</p>	<p>people's destinies by supporting progression relevant to personal circumstances.</p> <p>This links to the personal development section of the Education Inspection Framework around developing a learner's character, which is defined as the set of positive personal traits, dispositions and virtues that informs their motivation and guides their conduct so that they reflect wisely, learn eagerly, behave with integrity and cooperate consistently well with others. This gives learners the qualities they need to flourish in our society as well as developing learners' confidence, resilience and knowledge so that they can keep themselves mentally healthy and a way of illustrating progress made in these areas through learning with us.</p> <p>The physical health and wellbeing impact of the pandemic are clearly visible for young people. National obesity data shows the largest single year increase in childhood obesity equivalent to a 10-year increase. The big change in obesity is a considerable concern and is likely to lead to poorer health outcomes in later life. Furthermore, many young people experienced a considerable negative impact during the first lockdown of 2020, with increased loneliness and social isolation – this is reflected in the number of mental health referrals amongst Peterborough's younger residents.</p>
<p>Growth We will grow by expanding forward thinking programmes that generate economic, social and</p>	<p>We will continue to build on our Family Learning progression pathways, ensuring learners are aware of courses they could move on to following initial engagement.</p>	<p>Ensures that parents/carers are better equipped to support and encourage their children's learning and therefore children and young people are confident, resilient, thrive in their learning and engage positively and actively in their communities meeting local and national priorities and working towards the Levelling Up White Paper's ambition that by 2030, the number of primary school children achieving the expected standard in reading, writing and maths will have significantly increased. In England, this will mean 90% of children will achieve the expected standard, and the percentage of children meeting the expected standard in the worst performing areas will have increased by over a third.</p>

<p>cultural prosperity</p>	<p>Following the engagement of 5 partners in 2022/23 with our Community Learning Partnership we will look to increase working with 7 more partners in 2023/24 to continue to engage with the hardest to reach and help illustrate the benefits to them for learning.</p> <p>We worked with 8 new employers in 2022/23 and will look to build on this in 2023/24 to 10 employers helping support our learners on our Business admin, management, customer service and adult and social care courses.</p> <p>We will build our presence and reach by being on the high street through our Skills Hub to ensure we are in the heart of the community and are more accessible to the residents of the city and surrounding areas.</p> <p>We will grow our sustainability provision by 5% in 2023/2024 by designing and running courses in the community and building a digital and virtual reality provision in skills.</p> <p>We will work with the Combined Authority to improve teaching facilities and kit as well as look at how we can continue to support staff capacity building.</p> <p>We will continue to develop and refresh our curriculum to meet the individual needs of young people and the economy. Recognizing that young people need to be inspired by engaging with dynamic programmes and delivery methodology that understand the complexity of barriers that a young person may experience. An example of this is forest school that has been designed to support young people with ASD and SEMH needs.</p>	<p>Underpins local and national priorities of using strong and effective local partnerships of third sector, volunteers, community groups and providers to develop and plan local provision that meets their needs and empowers local communities bringing together people from different backgrounds, cultures and income groups, including people who cannot afford to pay and opening up learning opportunities for them. And ensuring we provide robust and transparent governance and assurance of the work we deliver.</p> <p>This meets local, regional and national priorities of ensuring providers work with employers to help plan and deliver learning opportunities that meet their needs in accessible formats.</p> <p>Ensures we meet local, and national priorities to enhance funding to upskill and reskills residents while restoring a sense of community, local pride and belonging and that learning is accessible for all.</p> <p>This will ensure we meet the sustainability, digital and virtual reality priorities outlined by Cambridgeshire and Peterborough Combined Authority along with national priorities laid out in the Skills for Jobs White Paper.</p> <p>This will ensure we work within regional priorities as well as investment in staff as per national priorities.</p> <p>There will be a 47% increase in the number of EHCPs issued in Peterborough by 2031 based on current trends.</p> <p>EHCPs which show ASD, SEMH or MLD as the primary needs are likely to grow more quickly than the average and make up the bulk of the expected growth.</p>
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	<p>We will help and support our young people through our wellbeing services, robust safeguarding policies and procedures that prevent them from harm and slipping into crisis.</p>	<p>Ensuring young people are safe from harm and lead healthy lives. That they are confident, resilient, thrive in their learning and engage positively and actively in their communities.</p>
<p>Quality We will be relentless in our approach to continuous improvement</p>	<p>We will continue to build on our development of tutors through our monthly training sessions, but also look to build skills of our ESOL students to be able to deliver Multiply and maths courses.</p> <p>We will continue to ensure we have an enhanced customer experience for our learners building on our communities and ensuring that all learners feel safe and want to learn with City College Peterborough. We will also seek to continually improve our service and meet the needs of our learners.</p>	<p>Underpins local, regional and national priorities to improve how teaching is delivered so that it is more accessible, with the use of digital and blended learning; and improve the provision of high-quality professional development as well as support progression for teachers, using capital investment to improve facilities and support for staff capacity building to support local need.</p> <p>Meets local, regional and national priorities of ensuring people can access learning and experiences to support labour market entry and future working lives as well as a sense of community, local pride and belonging so that we can continue to be responsive to local need and have effective accountability and governance of the service as a whole.</p>

Corporation Statement

On behalf of City College Peterborough, it is hereby confirmed that the plan as set out above reflects an agreed statement of purpose, aims and objectives as approved by The Governing Board at their meeting on 27th of April 2023. Presentation at Peterborough City Council's Cabinet meeting is to be agreed.

The plan will be published on our website within three months of the start of the new academic year.

Supporting documentation / sources of information

Peterborough City Council: Our City Priorities

Peterborough City Council: Sustainable Future City Council Strategy

Cambridgeshire and Peterborough Combined Authority Skills Strategy

Cambridgeshire and Peterborough Independent Economic Review

Local Skills Improvement Plan

Latest Ofsted Report

Office for National Statistics

Gov.uk

Levelling-Up

Skills for Jobs: Lifelong Learning for Opportunity and Growth

Peterborough Local Authority Health Profile published in 2018 by Public Health England

Chartered Institute of Public Finance and Accountancy

Opportunity Peterborough

If you would like the information in this leaflet in a different format, we will do our best to help.

Contact us on 01733 761 361 or email us at admin@citycollegeterborough.ac.uk