

**Accountability Statement 2022 – 2023**

**Statement of Purpose**

Starting from the perspective of post-16 education in Kirklees, where Greenhead College (GC) resides, there is a well-differentiated provision in the local area that is successful in fulfilling both the needs of individual students and local priorities. Kirklees College focuses on the delivery of vocational programmes and Huddersfield New College offers mixed programmes of both A Levels and vocational courses. By choosing to focus solely on the delivery of A Levels, Greenhead College has fulfilled a key local function. Moreover, all three main post-16 providers are extremely successful in providing excellent opportunities for students to gain the qualifications and skills necessary for them to progress to outstanding destinations. This is against a background of performance at Key Stage 3 and 4 which is below the national average in many local schools.

In addition to the three colleges in the town, there are several schools sixth forms, both locally and in the surrounding area.

The College has eleven Local Partner Schools, but it recruits from over 60 schools, as far afield as Bradford, Wakefield, Leeds, and Barnsley. As a result, the number of students recruited at the College is predominantly informed by Partner applicants.

	<b>Number of applicants arriving to Greenhead College In September</b>				
	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>
<b>Local Partner Schools</b>	537	568	559	471	478
	42%	38%	41%	36%	37%
<b>Partner Schools</b>	744	934	803	826	803
	58%	62%	59%	64%	63%
<b>Total</b>	<b>1281</b>	<b>1502</b>	<b>1362</b>	<b>1297</b>	<b>1281</b>

The College has an inclusive and diverse student population and embraces every opportunity to maximise their potential, whilst providing opportunities to help nurture and develop their employability skills, in preparing them for the world of work, irrespective of their initial next steps.

Greenhead College offers thirty A Level subjects and a discrete suite of 'Applied' A Levels, to complement its academic offer; they include Cambridge Technical Extended Certificates in Business<sup>1</sup> and Health and Social Care, BTEC Music Performance, WJEC Level 3 in Medical Science, and AS equivalent qualifications in Core Maths and Extended Project (EPQ).

Students' study programmes include courses that they study. Each course is delivered through four lessons, that last for 4.5 hours per week in total, subject support sessions, tutorial, enrichment activity(s), Project and Work Shadowing (PaWS) work experience/projects, Step Into sessions (career/subject-based talks, delivered by professionals/experts in the field), trips, visits, subject specialist guest speakers, the Greenhead Voluntary Scheme (GCVS) and opportunities to drive change through the Greenhead College Student Association (GCSA). This approach to students' learning and development supports the enhancement of their employability skills, whilst allowing them the best opportunities to achieve their full potential.

Additionally, careers guidance and employability skills are embedded across the curriculum as evidenced by our fulfilment of all the Gatsby benchmarks; Greenhead College successfully renewed the Quality in Careers Standard in June 2022

The College is successful in fulfilling its purpose to 'Be exceptional' by embedding the supporting key principles across all College activities:

- Every person matters.
- Create a safe place to grow and flourish.
- Be the best you can be.
- Pursue excellence.

The purpose and principles are embodied in all aspects of College activity and the student's journey. This is borne out by the College's very high performance against national figures, specifically pass rates, high grades, retention rates, value-added, attendance rates, and student destinations.

The College's Strategic Plan has set seven challenging strategic priorities (goals)<sup>2</sup>, as a fundamental part of its strategic intent, for the period of 2023 - 2030. They are:

Goal 1: To retain its reputation of being the lead provider in the local area for student outcomes at A Level and one of the top performing Sixth Form Colleges in the country.

Goal 2: To deliver high-quality and inclusive teaching, extracurricular activities, and pastoral support for students, enabling them to progress to positive destinations.

Goal 3: To embed IT in the operation of the College, its facilities, and teaching and learning.

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<sup>1</sup> This is in its final year of completion.

<sup>2</sup> Correct at March 2023.

- Goal 4: To invest in the development and well-being of students and staff.
- Goal 5: To replace its outdated Laingspan buildings in order to improve teaching accommodation, increase social space of Students, and plan a further increase in capacity to 2800 students from 2027-28, once major building work has been completed.
- Goal 6: To be financially stable in the period 2023-30 and to plan for future financial sustainability beyond this point.
- Goal 7: To enhance its profile locally and nationally by engaging further with key stakeholders, local, regional, and national initiatives, and external partners.

For the benefit of the local area, the College:

- Provides employment for the local community.
- Provides student and staff support to local voluntary and charitable organisations, through the Greenhead College Voluntary Scheme (GCVS).
- Provides upskilling opportunities for all students, to prepare them for working effectively in the world of work. This is achieved through the Project Work Shadowing Scheme (PaWS) and its Step Into programme. This supports students progressing to working locally in the short term, through part-time working, or in the longer term, when they access Apprenticeship/employment opportunities, at the end of their study programme.

The College also has principal partnership arrangements in place, to support progression opportunities for its widening participation students (72% of the 2022 – 2023 cohort) with Huddersfield, Leeds, Lancaster, York, Sheffield, Lincoln, and Warwick universities. In addition to this, the College is a member of the Realising Opportunities Scheme, which all Russell Group universities are a member of. This allows the College to better prepare its students for competitive places at such universities. The College’s Careers Lead is also a member of the Advisory Board for Liverpool University, whose focus is to improve both the quality of education across all courses that they offer and the students’ experience.

**How do the goals within the Greenhead College Strategic plan 2023 – 2030 support the Kirklees Local Plan Strategy?**

Greenhead College (GC) Goals	How goals from the Kirklees Local Plan Strategy will be supported
Goal 1: To retain its reputation of being the lead provider in the local area for student outcomes at A Level and one of the top performing Sixth Form Colleges in the country.	<p><b>1. Support the growth and diversification of the economy, to increase skill levels and employment opportunities including the provision of high-quality communication infrastructure.</b> Goals 1 and 2 have a specific focus to support this goal, through a broad curriculum intent that allows all students to develop appropriate knowledge and skills to support the diverse local economy needs.</p> <p><b>5. Tackle inequality and give all residents the opportunity of a healthy lifestyle, free from crime and to achieve their potential in work and education.</b> Goals 2 and 4 have a specific focus to support this goal. The College environment is diverse and inclusive and provides study programmes that support all of its students in realising their ambitions, through a range of lessons, pastoral support, enrichment activities, volunteering opportunities, and opportunities to attend talks/visits/trips and work experience that develop their skills to a higher level.</p> <p><b>6. Protect and improve green infrastructure to support health and well-being, giving residents access to good quality open spaces, sport and recreation opportunities, and to</b></p>
Goal 2: To deliver high-quality and inclusive teaching, extracurricular activities, and pastoral support for students, enabling them to progress to positive destinations.	
Goal 3: To embed IT in the operation of the College, its facilities, and teaching and learning.	
Goal 4: To invest in the development and well-being of students and staff.	

<p>Goal 5: To replace its outdated Laingspan buildings in order to improve teaching accommodation, increase the social space of students, and plan a further increase in capacity to 2800 students from 2027-28, once major building work has been completed.</p>	<p><b>support habitats, allowing wildlife to flourish and 7. Promote development that helps to reduce and mitigate climate change, and development which is adapted so that the potential impact from climate change is reduced and to help the transition towards a low carbon economy.</b> Goal 5 is a brand new carbon neutral build, which will significantly reduce the college's carbon footprint. The College has also invested in new boilers, to again improve the efficient use of its energy consumption. The College has an extensive recreational programme, facilitated by its enrichment offer for students and staff. In Sep 2022 the College also introduced a Sustainability Lead, who reviews, with students and staff, College activity to ensure that we are behaving responsibly, with regards to protecting the local environment. The College is located centrally, which supports the use of public transport, by both staff and students.</p> <p><b>8. Protect and enhance the characteristics of the built, natural and historic environment, and local distinctiveness which contribute to the character of Kirklees, including the South Pennine Moors, Moorland fringe and the area's industrial heritage.</b> The College is located in a protected area of Kirklees and therefore any new buildings or improvements to existing buildings are done in consideration of its local distinctiveness. Through Goals 5 and 7 within the Strategic Plan, the College works closely with the local authority, specifically the Post-16 Lead, local MPs and local ESFA representatives, to ensure that everything it does to invest in improving the facilities and the curriculum intent offered, is done so in consideration of contributing to the character of Kirklees.</p> <p>Goal 6 and 7 are critical in terms of supporting the Kirklees Local Plan, as if the College is not financially sustainable in the short, medium and longer-term, it will not be able to support all of the goals above. Locally, regionally and nationally, the College has an outstanding reputation for preparing and developing young people to develop the knowledge and skills that they need to enhance the employability skills needed and ensure that when qualified they are ready and able to reduce existing skills gaps across a range of industries.</p>
<p>Goal 6: To be financially stable in the period 2023-30 and to plan for future financial sustainability beyond this point.</p>	
<p>Goal 7: To enhance its profile locally and nationally by engaging further with key stakeholders, local, regional, and national initiatives, and external partners.</p>	

The College's income for 2022-23 is £15,645m. The College is almost wholly-reliant on ESFA income and this figure constitutes approximately 99.0% of the College's total income.<sup>3</sup>

### Greenhead College Curriculum Balance compared with national data 2021 – 2022 (Sixth Sense Analysis)<sup>4</sup>



<sup>3</sup> ESFA revised funding statement for 2022-23 (February 2023) and 2022-23 annual budget.

<sup>4</sup> Provides schools and colleges with the tools they need to have a serious conversation about student performance in A level examinations. In essence, the analysis looks at whether students get the grades that would be typical for similarly qualified students nationally, but it cuts the data in a number of ways to develop a rounded understanding of performance. For each subject, a detailed analysis is presented, including an equality and diversity analysis. These reports are complemented by a series of college summary pages, which allow the user to focus on particular variables (gender, ethnicity, prior attainment, and so forth) across all subjects.

It is clear to see that the largest subjects within Greenhead College are STEM-based, as they represent 48% of the curriculum offered, compared with 29% nationally. Subjects with the smallest student numbers are Modern Foreign Languages and creative based, reflecting the national picture (Allen, 2022).

This also reflects the level of employment opportunities in West Yorkshire<sup>5</sup>:

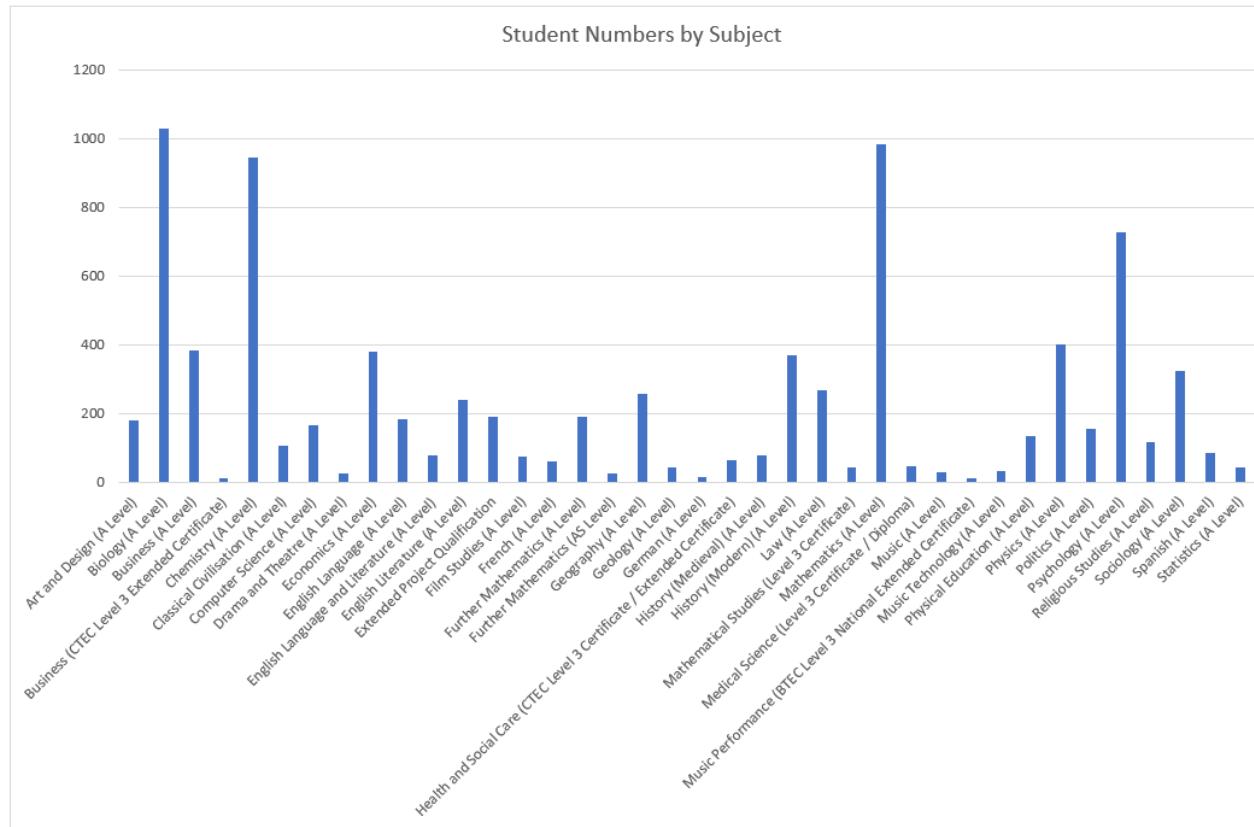
<b>Year</b>	<b>Number of people employed in Science Research Engineering And Technology Professionals</b>	<b>Culture Media And Sports Occupations</b>	<b>Leisure Travel And Related Personal Service Occupations</b>
2017	45300	22400	18700
2018	50200	20800	22700
2019	56900	22500	21000
2020	72800	29500	19100
2021	75100	16800	16500

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<sup>5</sup> Kirklees Local Plan – Strategies and Priorities February 2019 - <https://www.kirklees.gov.uk/beta/planning-policy/pdf/local-plan-strategy-and-policies.pdf>.

## Context and Place

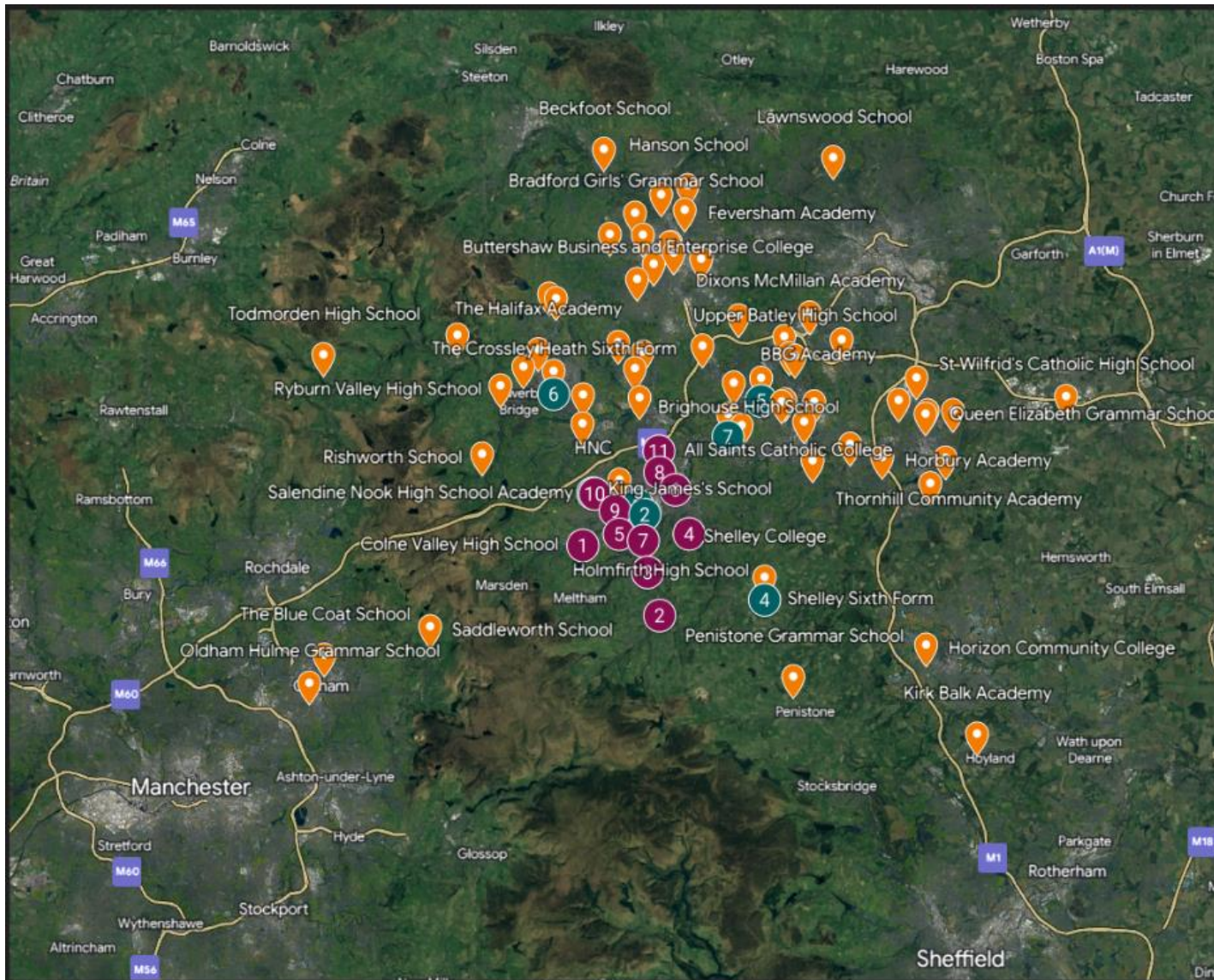
Detailed below is the number of students studying each subject at the College:



The College currently has 2700<sup>6</sup> students in total. 1266 students populate Year 12, and 1434 students populate Year 13.

<sup>6</sup> Correct at March 6<sup>th</sup> 2023.

The map below details the recruitment areas that constitute students attending the College and the competitive environment that it operates within:





## Contribution to National, Regional, and Local Priorities

The employment rate in West Yorkshire LSIP is lower than the national average, and it is ranked 31st among the 38 LSIPs. The College takes its responsibility for raising attainment and employability skills for its student population seriously and ensures that all students' study programmes are enriched with opportunities that will allow them to develop the relevant subject-based and 'softer' employability skills that they need to support successful progression to their preferred Post 18 destination choice. Detailed below is the destination data for the College over the last five years:

Destination	2021-22		2020-21		2019-20		2018-19		2017-18	
	Students	%	Students	%	Students	%	Students	%	Students	%
Apprenticeship	40	3.2%	39	3.5%	37	3.4%	62	5.4%	40	3.6%
Gap year before starting HE	211	16.7%	68	6.1%	72	6.5%	137	12.0%	149	13.3%
HE	952	75.2%	962	85.8%	942	85.5%	849	74.5%	828	73.8%
In paid employment for 16 hours or more per week	18	1.4%	15	1.3%	20	1.8%	27	2.4%	39	3.5%
In paid employment for less than 16 hours per week	6	0.5%	2	0.2%	4	0.4%	2	0.2%	10	0.9%
Not in paid employment, looking for work and available to start work	11	0.9%	10	0.9%	15	1.4%	24	2.1%	2	0.2%
Not in paid employment, not looking for work and/or not available to start work (including retired)	0	0.0%	0	0.0%	1	0.1%	0	0.0%	8	0.7%
Not known	0	0.0%	3	0.3%	0	0.0%	1	0.1%	0	0.0%
Other FE (Full-time) - including Community Learning provision	21	1.7%	19	1.7%	7	0.6%	36	3.2%	38	3.4%
Other FE (Part-time) - including Community Learning provision	2	0.2%	0	0.0%	0	0.0%	2	0.2%	2	0.2%
Other outcome - not listed	2	0.2%	0	0.0%	0	0.0%	0	0.0%	3	0.3%
Self-employed for 16 hours or more per week	2	0.2%	0	0.0%	1	0.1%	0	0.0%	2	0.2%
Traineeship	0	0.0%	2	0.2%	0	0.0%	0	0.0%	0	0.0%
Unable to contact learner	0	0.0%	0	0.0%	1	0.1%	0	0.0%	0	0.0%
Voluntary work	1	0.1%	1	0.1%	2	0.2%	0	0.0%	1	0.1%
<b>Total</b>	<b>1266</b>		<b>1121</b>		<b>1102</b>		<b>1140</b>		<b>1122</b>	
Oxbridge	25	2.0%	20	1.8%	31	2.8%	31	2.7%	21	1.9%
Other Russell Group	408	32.2%	429	38.3%	423	38.4%	388	34.0%	427	38.1%

The significant majority of students progress to university, either straight from College or after completing a Gap Year (91.9% in 2022). The College aims to inspire local young people to raise their aspirations and upskill, with the hope that they will return to the area to improve the skills gaps identified in the Kirklees Local Plan 2019. Below is a summary of the population and skills situation:

Kirklees has a growing population that is set to increase by 47,800 from 428,100 in 2013 to 475,900 in 2031. Over the same period, the number of households is expected to increase by 27,300 from 176,300 to 203,600. About 60,000 Kirklees residents work outside Kirklees and about 34,500 people work in Kirklees but live elsewhere. Out commuting allows Kirklees residents to access higher-paid jobs, particularly in Leeds. However, most of these journeys are made by private car, adding to traffic congestion and contributing to greenhouse emissions. Also, transport costs and a lack of sustainable travel links are a barrier to those people who might otherwise be able to take up lower-paid jobs that are located in unsustainable locations or out of Kirklees. Many businesses in Kirklees employ low-skilled employees who cannot afford private transport and rely on public transport which is not available at the times or in the places they need to get to work. Creating

more and better-paid jobs in Kirklees, combined with improving public transport links to encourage out commuters to reduce car use, should help to increase income levels, maintain a range of job opportunities, achieve carbon reductions, and reduce pressure on the motorway network in West Yorkshire.<sup>7</sup>

The College continues to work closely with Huddersfield University, with the direct intention of supporting the local economy. Detailed below is an aspect of the Kirklees Local Plan 2019 that the College proactively supports, through promoting the relevant courses at the university, the principal partnership that is in place, and providing appropriate opportunities for students to increase their knowledge about the quality of provision it offers and the opportunities that exist, should they attend the university.

The Kirklees economy is the third largest in the city region and, in terms of manufacturing jobs, the third largest in England. Whilst the service sector provides about 70% of all jobs in the district the manufacturing sector remains very significant. It also has potential for growth which will be reinforced if, as seems likely, the national economic policy aims for less dependence on financial and other service sectors, and global economic trends increase the viability of some types of manufacturing taking place in Great Britain. There are established manufacturing companies in Kirklees, particularly in high-value-added textiles, design, and engineering as well as companies developing low-carbon products, well placed to exploit opportunities for growth. The area's manufacturing tradition, and the focus on advanced manufacturing in the Kirklees Economic Strategy and the work of the University of Huddersfield, is also expected to stimulate new types of manufacturing.

In 2022 just over 150 students (approx. 16% of students that left Greenhead College in 2022) progressed onto the following courses at Huddersfield University. The courses that they progressed in to include:

Occupational Therapy, Optometry, Science Extended Degree, Business Economics, Accounting & Finance, Pharmacy, Law, Computer Science with Cyber Security, Electronic and Electrical Engineering, Podiatry, Engineering, Biomedical Science, Business, English, Film Making, Music, Contemporary Art & Illustration, History, Applied Psychology, Paramedic Science, Economics, Law & Practice, Psychology with Criminology, English Literature with Creative Writing, Chemistry with Environmental Science, Popular Music, Textiles, Energy Engineering, Operating Department Practice, Computer Science with Artificial Intelligence, Business & Marketing, Computer Science, Architecture, Software Engineering, Health & Social Care, Chemistry, Mathematics, Pharmacology, Business Management, Psychology, Automotive & Motorsport Engineering, Nursing (Adult), Geography, Medical Engineering Technologies, Web Programming with Cyber Security, Childhood Studies, Occupational Therapy and Computing in Business.

The variety of progression demonstrates how the College develops its students across the range of skills gaps that currently exist within the Kirklees area, and also those required regionally and nationally.

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<sup>7</sup> Kirklees Local Plan – Strategies and Priorities February 2019.

## **Approach to Developing the Annual Accountability Statement and Plan**

The senior leadership team at the College works closely with Kirklees Local Authority to ensure that its curriculum intent, reflects the local need and supports an inclusive approach when considering applications from the eleven Local partner Schools that it prioritises. In addition to this, the College works closely with these schools to ensure that it provides opportunities for pupils in Years 10 and 11 to understand and receive the support and transition skills required for a successful transition to a Level 3 academic study programme. This also includes accessible entry requirements, which are also aspirational. The curriculum intent considers the offer from the other two key Post 16 providers, to ensure that all sixteen years olds in the Kirklees area have a differentiated offer, to support a more transparent decision-making process.

The Principal meets local Councillors and MPs, University leads, the ESFA, and the Regional Director of Education, to ensure that what the College offers meets the local, regional, and national needs, as well as providing good value for money in the way in which it carries out its operations. This is important for the longer-term financial sustainability of the College, which is also a key employer in the local area.

The Deputy Principal attends the Local Authority's Post 16 Progression Board, to ensure that the College is up to date with local issues and shares good practices with other local Post 16 providers, as a collaborative approach to raising educational standards within the Local Authority. The College regained its Ofsted Outstanding status in March 2022, and as a result, it has shared its strategies with local providers and those further afield, to help raise standards regionally and nationally.

The College is a member of the NORViC Colleges group, which is made up of sixth-form colleges and academies located in Yorkshire and the Humber. The purpose of this group is to support each other and to share good practices, with the direct intention of raising academic performance and the quality of experience that young people experience at such colleges. The Deputy Principal chairs the Curriculum and Quality Group and therefore the College has a proactive role to play in driving up standards and preparing young people for the world of work.

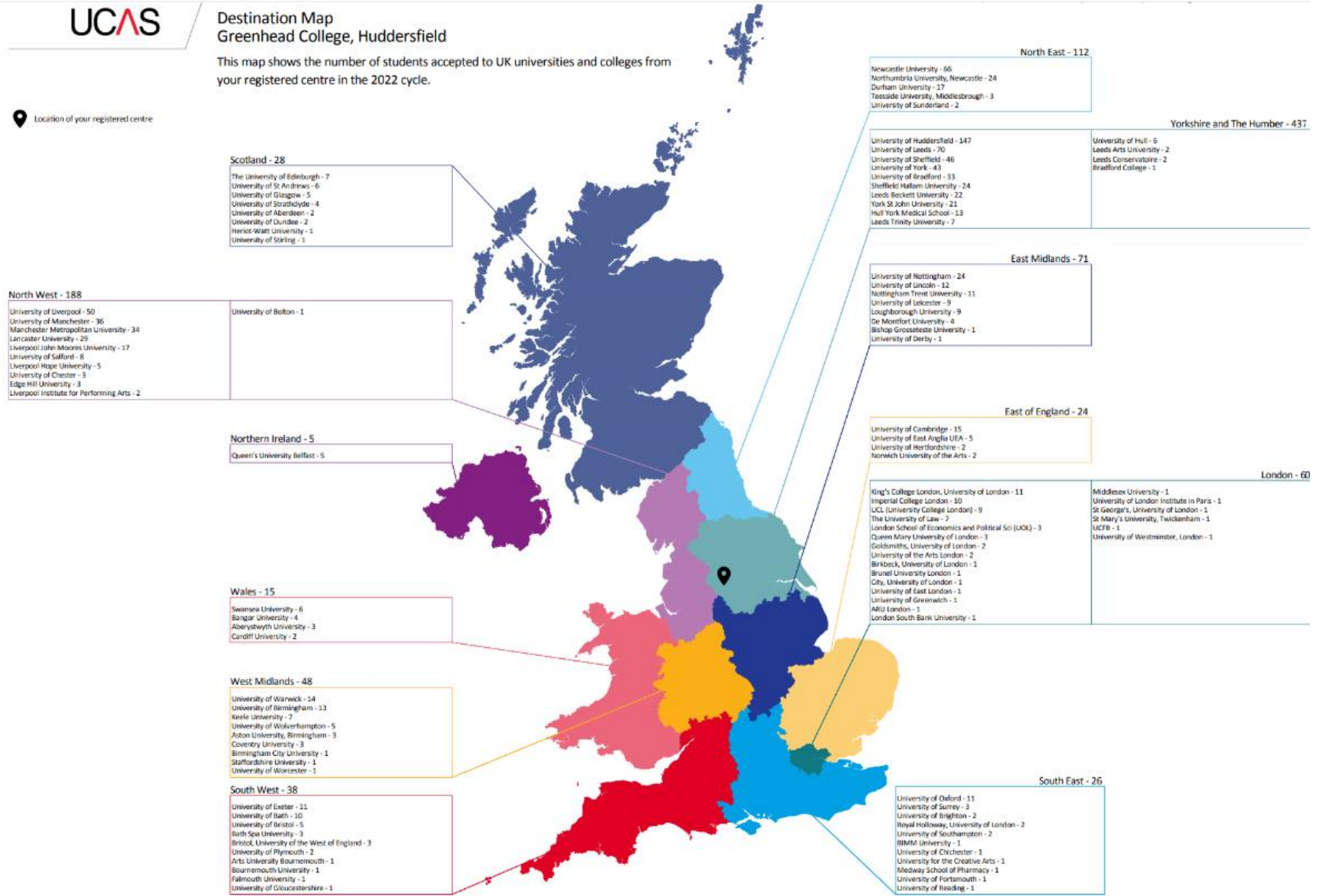
The College is also a member of the Sixth Form Colleges Association (SFCA), whose purpose is similar with regards to improving academic standards and the experience that young people have in the Post 16 sector. This is on a national scale, and the College often presents at national conferences.

Subject departments work collaboratively with universities and employers to enrich the classroom experience for their students, whilst providing opportunities to develop academic and employability skills, resilience, and confidence to raise their aspirations, with the direct intention of upskilling them for academic and workplace opportunities Post 18. Detailed below is the map that demonstrates the breadth of progression from a university perspective achieved by the students that left Greenhead College in 2022.

Destination Map  
Greenhead College, Huddersfield

This map shows the number of students accepted to UK universities and colleges from your registered centre in the 2022 cycle.

📍 Location of your registered centre



## Corporation Statement

On behalf of Greenhead College Corporation, it is hereby confirmed that the College Plan as set out above reflects an agreed statement of purpose, principles, and goals as approved by the Corporation at their meeting on May 15<sup>th</sup> 2023

The Plan will be published on the College's website within three months of the start of the new academic year and can be accessed through the following link:

### Chair of Governors:

**Name:** Richard Armstrong

**Signature:**

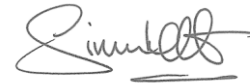


**Dated:** May 15<sup>th</sup> 2023

### Principal/Chief Executive and Accounting Officer

**Name:** Simon Lett

**Signature:**



**Dated:** May 15<sup>th</sup> 2023

## **Links to Supporting Documents**

[Greenhead College Strategic Plan 2023-30](#)

[Latest Ofsted inspection report](#)

[Kirklees Local Plan, Strategies and Policies February 2019](#)

[Overview of local landscape in Yorkshire - LSIP](#)