



# Strategic Impact Assessment

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2024-25





Our Mission

**We nlock potential**  
through learning

Our Vision

**We will be recognised as an  
outstanding provider of choice  
for education and skills training**

Our Values

**Collaborative | Agile | Trusted | Inclusive | Nurturing | Aspirational**



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**Here we are, two years into our three-year strategy plan for Nottingham College, launched in March 2023. Building on the successes we achieved in year one, we have spent the last year navigating our way through an emerging new policy landscape, following the appointment of a new government in July 2024 and a subsequent budget in October 2024, and the appointment of our new East**

**Midlands Combined County Authority (EMCCA), which brings a multitude of change and opportunity for the city and for our college.**

Having secured a 13% growth in student numbers in 23/24 academic year, we've once again seen our numbers increase a further 9%. This growth secures our place as one of the top 10 largest colleges in the UK and in the top 6 for the number of 16-18 students on full time courses.

Our attentions this last year have turned to collaboration – building new partnerships and collaborative endeavours to create opportunities for our students through engagement with employers, civic partners and community stakeholders. Thousands of volunteering hours have been logged, new formal partnerships have been agreed and new employer relationships have been forged in order that we build on our role as an anchor institution in our city and leverage our influence for the good of our students and our communities. We exist to unlock potential through learning and we recognise that, in joining with other like-minded organisations, we can have greater impact on the economic prosperity and social wellbeing of the communities we serve.

We are incredibly proud of the role the college has played, and continues to play, in supporting our communities over the last year and look forward to further shaping the skills agenda locally and regionally as a valued collaborative partner in delivering on devolution, the missions of the new government, and the opportunities afforded to our city and sub-region.

**Janet Smith**  
Principal and CEO



**After nearly 20 years as a governor at Nottingham College, with six as Chair of Governors at Nottingham College and 14 spent with the former Central College, my tenure comes to an end in 2025. I have watched the college evolve and grow into a true anchor institution for our city. I have presided over the achievements of more than 300,000 people in this time, and I've helped the college develop and expand its estate, offering new facilities to ensure the college could respond to the changing skills and qualification needs over this time.**

Two years ago, we adopted a three-year strategy that could take the college to new heights and now, two years in, I'm delighted to share in the success and achievements the college has secured as a direct output from this strategy.

Our 10 strategic priorities act as beacons, a clear framework for the college to invest in its curriculum, expand its provision, improve its services, pursue an ambitious sustainability agenda, and invest in and reward its people, understanding that through its people, it is able to deliver improved life chances for thousands of students every year.

I'm incredibly proud of the college for all that it has done, continues to do and everything that it stands for. Its economic and social purpose is crystal clear, and it has become a central pillar in the skills eco-system of our city and wider region as we navigate the fiscal, political, economic, technological and social challenges of our time.

This document sets out our achievements over the last 12 months and our commitments that will take us forward over the next and final 12 months of this, our three-year college strategy.

**Carole Thorogood BEM**  
Chair of Governors



1

Enhance pride in our college and strengthen our reputation as a trusted and collaborative partner



2

Develop our curriculum so it is responsive, agile and aligns to the skills needs of our region, ensuring all our learners are future ready



3

Ensure all our learners enjoy outstanding teaching



4

Ensure all our learners are in good hands with highly effective and supportive learner facing services



5

Invest in and reward our people, develop their skills and recognise their success

## OUR STRATEGIC PRIORITIES



6

Embed a culture which is positive, inclusive, supportive and productive



7

Relentlessly pursue our ambitious target of achieving net zero carbon emissions by 2030



8

Harness the power of digital technology in everything we do



9

Transform our estate, setting ambitions high for the resources and facilities we provide to our communities



10

Secure a stable financial future



## OUR PROGRESS SO FAR

1

We have developed some effective regional partnerships in the last year that directly benefit our communities. Our staff are telling us they are proud to work for us and our students, in increasing numbers, are proud to be part of our college. We are proud members of the Universities for Nottingham Civic Partnership and during 23/24 formed an FE colleges partnership to support the formation of EMCCA. Our city-wide student led social action projects have strengthened our connection to our local communities.

2

Our curriculum continues to evolve, with new provision in our brand-new construction skills centre and green skills centre at our Basford campus. New T level qualifications in engineering, health and early years are developing industry-specific technical skills for young people and investment in equipment means we are delivering advanced robotics and automation skills within our engineering provision and specialist adult care skills within our new simulated adult care hospital ward. Expanding our STEM provision at our Highfields campus in 2024 has opened up new pathways into engineering, automotive and electrical engineering too.

3

We continue to improve the quality of teaching, learning, and assessment and are focussed on adding value to student outcomes year on year. Implementing highly effective tailored learning practices has improved the outcomes of our adult learning programme, enabling us to self-assess as outstanding in this area. High-quality apprenticeship provision for our automotive students ensured the college achieved 'outstanding' in the February 2024 residential Ofsted inspection. Our new, future-focused maths and English strategy prioritises high-quality learning experiences, inclusive teaching practice, and a digitally enhanced curriculum to meet the needs of all students. Digital software such as Mark Book, OneFile and Century Tech are now in place to monitor student progress, identify learning gaps, and provide timely, data-driven interventions to support achievement.

4

Gaining the Matrix accreditation for our in-house careers service means that all our students have access to high-quality, benchmarked CIAG (careers, initial advice and guidance). Our new partnership with The Futures Group means our careers guidance has further extended its reach into our adult student population. Our enhanced learning technologies team means more students than ever are accessing high quality digital skills alongside their core programme, and our expanded team of mental health first aiders means more students are benefitting from our already award-winning wellbeing and inclusion team.

5

A sector leading pay award, against the backdrop of a cost-of-living crisis in the UK was crucial to improving our staff retention and staff satisfaction levels over the last year. Award winning staff are now commonplace within the college with our annual STAR awards achieving more than 300 staff nominations, wellbeing teams, ESOL teams and pastoral teams receiving government and AoC awards and our own Chair of Governors receiving a British Empire Medal in the King's Birthday Honors List 2024.

6

A productive, inclusive and supportive staff culture is crucial for creating a positive learning culture for our students. Staff satisfaction and engagement levels have risen, we are the top performing educational employer nationally in the Best Companies employer list and our own students are our best advocates, with over 95% stating they would recommend the college as a place to study. The college launched its new People and Culture Strategy in 2024 and with it launched a new approach to fostering inclusivity, wellbeing and belonging within the college.

7

Having launched our Sustainability Strategy in 2023, we have further reduced our carbon footprint, now 55% towards our net zero 2030 target, up from 33% the year before. Decarbonisation schemes are underway at Highfields and Adams campuses and new gardens, at nearly all sites, provide our onsite kitchens with fresh, local and sustainable ingredients. A carbon literacy cross college training programme is underway and our college green group is spearheading new approaches to reducing carbon emissions and promote environmental awareness.

8

Our new Digital Strategy, launched in 2024, brings together our vision for innovation in our curriculum design and delivery as well as our plans for digital transformation and investment in service delivery too. An enhanced digital skills team is working to upskill and develop staff and students to embrace AI and other digital technology, our new Esports provision has launched successfully, our digital innovation coaches have received national recognition as real industry pioneers and our mission to become a Microsoft Showcase School is well and truly underway.

9

The completion of two brand new build projects at our Basford site completes an ambitious estates programme that sees us consolidate our SLDD provision on one site, bringing untold benefits to our SLDD students, and secure growth in our construction provision with the opening of a new construction skills centre, home to new state of the art construction workshops and classroom spaces. Further work to enhance the on-campus student experience at Highfields was also completed to begin the 24/25 academic year, as was the opening of a new professional services office space, freeing up teaching space in our Adams campus.

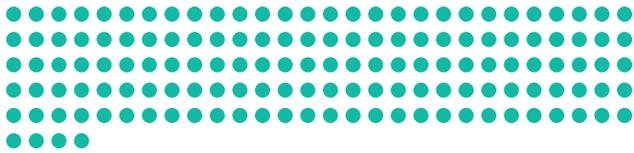
10

Growth is key to our financial security and in 23/24 we grew our 16-18 provision by 13%, outstripping population growth locally and sector growth trends nationally. For 24/25, we sustained a further 9% growth in our 16-18 enrolment numbers. Achieving 110% of our AEB (now ASF) allocation in 2023/24 has been key to financial security as well as credibility, the second year in a row in which 110% of budget was achieved. Growth across all market segments is predicted for 24/25.

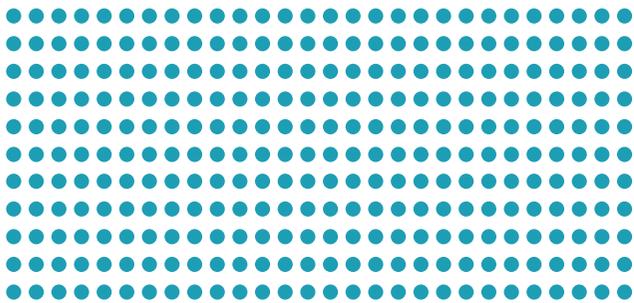


# NOTTINGHAM COLLEGE IN NUMBERS

**7,600** full time students (24/25)



**15,501** adults 19+ (23/24)



**739** L4+ including apps (23/24)



**2,062** apprentices (23/24) ● 16-18 ○ 19+

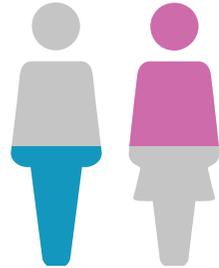


## Percentage of HE students in employment/further study

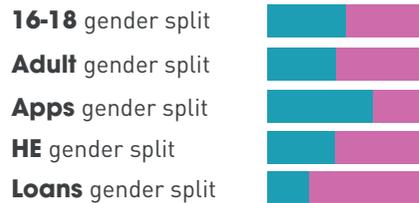
Graduate outcomes survey for 21/22 leavers **82%**

Internal data for 22/23 leavers **89.3%**

## Gender profile



**8,363** Male **10,176** Female



## Internally progressed students

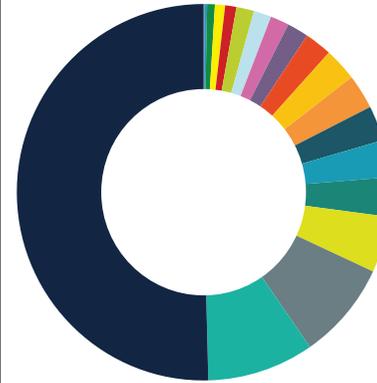
**22/23 into 23/24** **46%** Students progressing from lv2 to higher levels

**23/24 into 24/25** **48%** Students progressing from lv2 to higher levels

**Percentage of students enrolled on STEM subjects**  
**17%** 23/24  
**21%** 24/25

**98%** Proportion of adult learning targeted/delivered at D2N2 students (23/24)

## Ethnicity profile



- English/Welsh/Scottish/N Irish **10766**
- Any other white **1975**
- African **1802**
- Pakistani **1031**
- Any other Asian **717**
- Not stated **684**
- White and Black Caribbean **644**
- Any other ethnic group **634**
- Any other Black/African/Caribbean **609**
- Any other mixed/multiple ethnic **503**
- Arab **398**
- White and Asian **2343**
- Indian **327**
- Caribbean **326**
- Chinese **207**
- White and Black African **189**
- Bangladeshi **144**
- Irish **46**
- Gypsy/Irish traveller **18**

## Students with declared learning difficulty/disability 23/24



- Student considers himself or herself to have a learning difficulty and/or disability and/or health problem. - **4,638**
- Student does not consider himself or herself to have a learning difficulty and/or disability and/or health problem. - **14,409**
- Unknown. - **241**

We work with **3000+** employers



**95.3%** of students would recommend college as a place of study (term 1 survey 24/25)

**95%** of students are satisfied with the course (term 1 survey 24/25)

**95.8%** of students feel safe at college (term 1 survey 24/25)



## CELEBRATING STUDENT SUCCESS

### TACKLING SUBSTANCE ABUSE THROUGH EDUCATION



17-year-old student, Antonia Moran, organised and led a group social action project designed to raise awareness of those affected by alcohol abuse. This successful event led to her winning our Student of the Term award and being nominated for the National AoC (Association of Colleges) Young Student of the Year.

Fashion student Antonia designed the event to offer support and understanding to her peers that have family or friends that suffer from alcohol addiction. She used her own personal experience as a powerful example of how talking can facilitate coping, moving forward and supporting others. At 15, her father passed away having suffered with alcoholism throughout her life.

Her initiative acknowledged that whilst there is support for alcoholics with groups and rehab for them to attend, there's not much support for family and friends impacted by it. Her awareness raising has inspired so many of her peers who celebrated her nomination for national AoC Student of the Year in November 2024.

### NATIONAL ACCOLADE FOR FLETCHERS' OWN SOUS CHEF

Congratulations to Kayne Mather, our Fletcher's sous chef, on being nominated for the prestigious industry award, the Cherry Grainger prize!

The prize is awarded by the Worshipful Company of Cooks, a Livery Company (London's version of a guild) set up in the City of London by Royal Charter in 1482. Since then, the Worshipful Company of Cooks has worked to make London a better place in general, whilst improving the craft of cookery in particular. Kayne, in being recognised at this level, is clearly making a name for himself in the industry.

Kayne completed his level 1 and 2 Professional Chefs Diploma and then pursued a level 3 apprenticeship before becoming the sous chef at Fletcher's Restaurant where he mentors and guides young students who are training to be chefs. Our catering and hospitality lecturing team nominated him for this award.



### FROM GCSE TO NATIONAL PUBLICATION, IN ONE YEAR

When 17-year-old Lilly Rabjohn retook GCSE English alongside her travel and tourism course last year, she had no idea it would ignite a passion for creative writing. A year on and she's not only supporting others who are resitting their GCSE English exam, but she's also written an article that has been published in the English Association's National Journal!

An interest in creative writing was sparked when she joined the English GCSE class at college. When her lecturer suggested she entered a writing competition, she decided to give it a go. Drawing on her own personal experiences of resitting English as inspiration for the piece, Lilly was delighted to find out she'd had her work chosen by editor Kayte Haselgrove, and her piece was printed in the autumn 2023 edition of the national publication.



## CLOSE RUNNER UP IN NATIONAL FASHION DESIGN COMPETITION FOR ELSPETH

Nottingham College student, Elspeth Antcliff, recently achieved an incredible feat by taking second place in the under-18 category of the prestigious Young Talent of Tomorrow competition, run by the Graduate Fashion Foundation across the country.



The competition, themed 'identity,' challenged students to create an outfit that embodied their unique sense of self. Elspeth, a fashion student from East Leake, impressed judges with her designs, which were based on her struggle with dyslexia and how she has transformed it into a source of inspiration.

Her entire collection centred around flowers, which represents her growth both within fashion and as an individual. Through her work, she has created her own unique identity.

## A PATH TO TEACHING FOR FORMER COLLEGE STUDENT

After leaving school Corey Knowles began his career as a plasterer, dedicating several years to the trade while pursuing his passion for motorbikes as a hobby. In 2020, he made a decision that created a significant career shift, returning to education and ultimately discovering his path to teaching.

Enrolling on a motorcycle level 2 course at the age of 25, he wanted to turn his passion for motorcycles into a career. After successfully completing the programme, he graduated in 2022 with a level 3 qualification. Corey spent nearly two years working as a motorcycle mechanic before connecting with his passion for teaching. A chance text from his former plastering lecturer unlocked an opportunity to return to Nottingham College, this time on the other side of the desk.

Last year Corey began teaching motorcycle level 2 and 3 courses and now teaches on the maintenance for engineering course at the college's Highfields campus.



## TOP LONDON LAW FIRM IN EVAN'S SIGHTS



A level student, Evan Lord, is one of five successful applicants, out of 500 across the whole country, to secure a Solicitor Degree Apprenticeship with a top international law firm.

18-year-old Evan studied A level law, English literature and physical education at our High Pavement Sixth Form. When his initial plan to study law at university was rejected, Evan remained positive and undeterred in his ambition to become a lawyer. He explains:

"Everyone goes through setbacks in their life but it's about how you pick yourself back up and keep going that's important."

"It'll be a big difference moving from my hometown of Mansfield to the big city of London, but college has prepared me well and I'm looking forward to it and the opportunities it will bring."



## FROM COLLEGE STUDENT TO NATIONAL MUSICAL THEATRE STARDOM

A former Nottingham College student has secured multiple roles in the UK tour of Dear Evan Hansen, highlighting the exceptional talent fostered by the college's performing arts programme.

Lara Beth-Sas, who studied musical theatre at Nottingham College from 2012 to 2013, joined the cast of the acclaimed musical tour, which kicked off in Nottingham in September 2024. Following its celebrated runs on Broadway and the West End, the tour is gathering widespread acclaim, comparable to that of the musical Hamilton.

Lara joined the brand-new ensemble of Dear Evan Hansen, portraying high school students and bringing the story to life through dynamic movement and song. Beyond her ensemble role, Lara also serves as the musical's dance captain. Impressively, she is also the understudy for three lead roles.



## GOOD FOR ME, GOOD FOR FE

The annual Good for ME Good for FE awards saw three college winners overall including student, Beth Williams, who picked up the award for Student Volunteer of the Year. Beth, along with some staff winners and runners up, attended the awards luncheon at the House of Lords in December 2024.

Good for ME Good for FE is a national campaign driving a sustainable programme of community action. Colleges from across the UK come

together to support the programme by encouraging their staff and students to get involved in a variety of volunteering and fundraising activities that benefits the wider community. In the last two years alone, the campaign has generated over £4m of social value. To achieve such success across a number of categories demonstrates the college's impact on its communities locally – in which thousands of volunteering hours are logged every year.

## SPORTING TRIUMPH FOR BARBERING STUDENT

Congratulations to Ollie Goddard, one of our level 2 barbering students, who recently competed in Malta in the IBF World Pool Championships. He was representing England in the under-18s category and brought home a silver and gold medal.



Ollie started playing pool at eight years old after playing against family and friends at a local bowling alley. After discovering his passion for the sport, he joined a club and started playing for the county.

Ollie travelled to Malta for the finals and competed in the singles, doubles and team event. He came back as the World Champion in the team event, receiving a gold medal, and came World Champion runner up in the single event, where he received a silver medal.

## NATIONAL AWARDS FOR OUR APPRENTICES

Congratulations to four of our apprentices who were selected as finalists in the ACR & Heat Pump Trainee of the Year Awards 2024. They attended an awards ceremony in Leeds in December 2024 which saw three of the four pick up winning trophies and one a close runner up finalist.

Adam Normington, Brandan Rushton, Harrison Bouzin and James Bridgewater were the four finalists representing Nottingham College in the awards. They are all studying a level 3 refrigeration air conditioning and heat pump engineering apprenticeship.





# HIGHLIGHTS AND ACHIEVEMENTS

## AN OUTSTANDING ACHIEVEMENT

In February 2024, we achieved our first Ofsted outstanding grade as a college for the quality of our residential provision which serves over 400 apprentices who come to us from across the UK for their training, accessing overnight and often weekly stays.

Our residential apprentices are predominantly working in national automotive centres and dealerships for the bulk of their training but attend our Emtec automotive centre in Ruddington to complete their classroom and workshop training with our teaching team.

This inspection reviewed the quality of the apprenticeship training received, the facilities and resources used, and the protections and safeguards we have in place for students staying away from home. They looked specifically at the suitability of their accommodation, the wrap around support they receive, and how the efforts of leaders and managers ensure the overall experience of the student for the time they are with us. The college received an outstanding grade in all key areas.

In September 2024, Ofsted were back with us again, this time inspecting our onsite nursery provision. Our nursery cares for and supports around 100 children, often children of our own staff and students. Maintaining this provision ensures that our staff and students have access to high quality onsite care for their children and offers our own early years students and apprentices vital work experience which forms a mandatory part of their studies. The inspection team were impressed with what they saw and graded our provision as good.



## ANOTHER GOLD STANDARD FOR EXCELLENCE IN BEAUTY SERVICES

Nottingham College has once again been awarded Gold College of Excellence 2024 by the UK's leading destination spa, Ragdale Hall Spa, in recognition of outstanding practice and standards in beauty training.



The College of Excellence award recognises providers that deliver hair and beauty courses to a consistently high standard, helping students to gain the qualifications and industry experience they need to pursue successful future careers.



Nottingham College is the largest provider of hair and beauty services training in the city and this award means our students can access a great range of support and guidance from a leading employer in the sector locally.

## A HUGE YEAR FOR INVESTMENT IN OUR ESTATE

Two huge developments have changed the face of our Basford campus, with a brand-new purpose-built construction skills centre and a new centre for students with learning disabilities and/or difficulties (SLDD), both completing in 2024.



The new construction skills centre provides state-of-the-art workshops and classrooms for students perfecting a construction trade, a sector with major skills demands and which has grown for the college over the last three years.

Our new SLDD centre, called The Gateway, replaces our Arthur Mee campus and provides 150 students with a fantastic new centre which encourages independent living, employability skills and a pathway to mainstream vocational education.

Both schemes employ the very best in sustainable building materials and The Gateway boasts a new growing garden in which they can plant and pick vegetables and herbs to supply their own kitchens for cooking.

## WE RANK AS A 'BEST COMPANY'



We are ranked the top further education college in the country in the 2024 national Best Companies to Work For list.

Best Companies compiles the results of its annual b-Heard survey, issued by hundreds of organisations a year. The top performing organisations results are then ranked in the Best Companies lists and broken down by sector and region.

Nottingham College ranks as top FE college nationally, in the top 10 in the education and training category overall, and 43rd in the East Midlands across all industries and sectors.

The ranking follows a year of huge investment in our people and culture with sector-leading pay awards, new digital technologies to deliver enhanced teaching and learning, and new office facilities. We've also proudly launched new initiatives to support staff including a pledge to become an Endometriosis Friendly Employer, as well as partnerships with other local institutions including Nottingham Panthers ice hockey and Notts County Football Club.

## ESPORTS COLLEGE TEAM JOINS CHAMPIONSHIP COMPETITION



The college launched its first Esports courses in a brand-new Esports suite at the City Hub campus in September 2024, capping off more than £140k of investment and industry-supported development. The studio caters for students on both level 2 and level 3 courses, with student numbers expected to grow next year.

Four of our Esports students took part in British Esports Student Championships, participating in the Student Cup, marking the college's inaugural participation in UK Collegiate Esports.

Esports is organised, competitive, human-versus-human video-gaming where people play against each other online and at live spectator events. At the top level, leading global teams and players can earn significant sums in wages and prize money each year. Our entry into this world means that we are able to offer students the skills they need to carve out long-term careers in the growing Esports industry both in the UK and internationally.

## OUR CAREERS SERVICES GET MATRIX STAMP OF APPROVAL

We received the matrix Standard accreditation for quality information, advice and guidance (IAG) services back in June 2024 with assessors "overwhelmed" with the variety of evidence of strong careers outcomes at the college. They acknowledged that both teaching and support staff had a good understanding of the services available to support them and that the college has a strong strategic grasp of the importance of good IAG and the values-base throughout the college is understood.

The matrix Standard is owned by the Department for Education (DfE) and was launched in 2002. It is the international quality standard for organisations that deliver information, advice and/or guidance and it is a mandatory requirement for colleges.

## NEW FOOTBALLING PARTNERSHIP OPENS DOORS FOR STUDENTS

An exciting new partnership with Notts County, the world's oldest professional football club, is offering students the opportunity to learn and study in the unique setting of Meadow Lane Stadium.

It will see courses being offered in business, hospitality and catering, and will also develop work placement opportunities for students to ensure they are ready for the next steps in their careers. Leading the way will be a brand-new hospitality training hub based at Meadow Lane, which will provide project-based learning in the fields of hospitality, customer service, event planning and team leadership.



Students will have the unique opportunity to work on a task set to them by Notts County Chief Executive, Joe Palmer, while also benefitting from guest lectures and potential apprenticeship opportunities with the club and its diverse range of partners.

## PIONEERING ENGINEERING CAREERS FOR WOMEN

To mark International Women in Engineering Day in June 2024, four of our female staff in our engineering faculty joined forces to encourage young women to consider a career in engineering.



Our head of student experience for our engineering faculty, Sue Stack, along with the curriculum manager for our STEM foundation programme and two engineering and electrical lecturers, came together to promote engineering careers in the hope that more women and girls will consider a lucrative and rewarding career in the STEM industries.

With significant and growing skills demand locally and much of our economic growth due to come in the form of engineering, science and innovation sectors, now is the time to get thinking about a career in engineering. This year the college saw a 14% increase in enrolments to STEM related courses.

## NEW MAYOR JOINS OUR CARBON NET ZERO MOVEMENT

The new Mayor for the East Midlands Combined County Authority, Claire Ward, attended High Pavement Sixth Form for the grand opening of a new garden space as part of our college's commitment to become carbon net zero by 2030.

A level students from the High Pavement gardening group collaborated with tutors and local organisation Grow Notts to create a quaint wildflower garden on the campus grounds. This green space is a significant addition to the college, providing a much-needed natural retreat at the city centre campus, which previously had minimal outdoor space. It is part of a growing network of green spaces and growing gardens across our campus estate, providing herbs and root vegetables for our own canteen kitchens as well as wellness spaces for our students.



Providing student owned green spaces at all sites is a commitment within our new Sustainability Strategy launched in 2023.

### PARTNERSHIP WITH EMA SOARS TO NEW HEIGHTS

In the spring of 2024, we celebrated the grand opening of the new premises for the East Midlands Airport Academy and EMA's Aerozone Academy, a focal point for aviation education and training in our region.

Previously situated near EMA's administrative offices, the Academy and Aerozone, now delivered in partnership with Nottingham College, has a new home on the airport site and the centre provides a dedicated resource for training in aviation, tourism and logistics sectors.

Provision currently on offer provides accessible education opportunities to adults adrift of the jobs market and who need to upskill for a career with East Midlands Airport. With five cohorts of adult learners through the doors so far, a good number of them have now been employed by the airport.



The college continues to work closely with the airport on plans to expand its partnership, taking inspiration from the all-age academy model in place between Stansted Airport and Harlow College.

### CELEBRATING OUR APPRENTICES WITH FLAGSHIP AWARDS CEREMONY



As a leading provider of apprenticeships and training programmes, we were delighted to hold our third annual apprenticeship awards, back bigger and better than ever at the Crowne Plaza in Nottingham in May 2024.

The event recognises the transformative impact apprenticeships have on individuals, employers and the economy and the awards highlight the commitment and accomplishments of apprentices in various fields, including health and science, engineering, construction, hospitality and retail, as well as professional services and digital sectors. The awards also acknowledged the vital role of tutors, mentors, managers and employers in contributing to the apprentices' achievements.

Our fourth event will be back again in May 2025!

### ESOL UP FOR NATIONAL BEACON AWARD

The college's ESOL provision has been shortlisted for the national final for a Beacon Award, acknowledging it as a beacon of best practice across the sector.

With nearly 2,000 students enrolled (both adults and 16-18 full time), the college has built a city-wide ESOL ecosystem integrating referral, delivery and progression services. 86% of the college's full time 16-18 ESOL students are classified as 'looked after' or 'leaving care'. These vulnerable young people receive tailored support to overcome significant barriers to education and integration.

With 19.4% of city residents born outside the UK (significantly above national average), and 7,000 of them refugees, demand for ESOL provision (English for speakers of other languages) has grown year on year. Meeting the educational, social and economic inclusion challenges that our city faces, requires a truly holistic and innovative solution that delivers impactful change.



Recognised by Ofsted in 2022/23 for excellence, Nottingham College's ESOL programme achieved a 96% success rate (national average: 86.8%) with 78% of leavers progressing to positive outcomes. This latest acknowledgement follows a win earlier in the year at The Festival of Learning awards, organised by the Learning and Work Institute which celebrate excellence in adult education and lifelong learning across England. Our ESOL team picked up the President's Award at the ceremony held in July 24.

### ON A NET ZERO MISSION

The college, having received a decarbonisation grant of over £2.6m in early 2024, has begun its programme of works at the Adams Building and Highfields campus. £2m was earmarked for work to upgrade the heating, ventilation and lighting system, as well as improvements to boilers, insulation and water usage at our flagship Adams Building, a grade II\* listed former lace factory in the Lace Market. A similar but smaller scale programme of work will take place at Highfields in 2025 now that the Adams Building project is underway.

The projects form part of phase 3c of the Department for Energy Security and Net Zero's Public Sector Decarbonisation Scheme, run by Salix. They will play a vital role in bringing down the college's overall carbon footprint over the next six years and will further improve the study environment for students in both Adams and Highfields once complete.

# COMMUNITY CONNECTIONS FOR CONSTRUCTION STUDENTS

Our construction students have been working hard to support their local community in a series of impactful and inspiring social action projects. In one initiative our carpentry and joinery students joined forces with local brain injury charity, Headway. Students worked with injured people to design and build bird boxes.



Students assisted the group by teaching and overseeing using hand tools such as drills, to assemble the birdboxes which participants then took home.

In another initiative students were motivated to raise awareness and money for mental health charities. Shocked by the statistic that males working in construction are four times more likely to take their own life than in other sectors, our construction students were motivated into action.

# A NEW ERA FOR EDUCATION COLLABORATION IN THE CITY

In mid-2024 the college became the latest signatory of the Universities for Nottingham Civic Agreement, a unique collaboration which unites Nottingham Trent University, The University of Nottingham, Vision West Nottinghamshire College, local authorities, and our local healthcare and hospitals trusts, around a shared vision for economic prosperity and social cohesion in our city and wider county.

In welcoming the college into the partnership, the vice chancellors of the two universities, Professor Edward Peck CBE, DL, and Professor Shearer West CBE, DL both said:

“We are delighted to welcome Nottingham College into our Universities for Nottingham (UfN) partnership. Our Civic Agreement is underpinned by a recognition that, as ‘anchor institutions’, each of the signatories to this agreement is linked integrally to the place and people of Nottingham and Nottinghamshire. As partners in this pioneering project, we are passionate advocates for our place, people, and communities, sharing a mission to improve levels of prosperity, opportunity, sustainability, health and wellbeing for residents and the communities that unite us. We look forward to working ever closer together in our shared endeavour.”

# WORLDWIDE ADVENTURES

In spring 2024, a group of students took the trip of a lifetime to San Francisco as part of the Turing Scheme. Games, media and IT students visited the Bay Area, with its high concentration of technology businesses, and more specifically Silicon Valley, to understand more about life in the global centre for high technology and innovation. Throughout the trip, students got the chance to get a close-up look at industry giants like Google, Instagram and Apple.



More recently our A level and sports students embarked on a 10-day adventure in Kenya. Students were tasked with raising money to go on the trip. They worked hard organising bake sales, swimming competitions, a group fundraising day at Portland Centre with Notts County Foundation, and various other activities to raise £2,314 each!

During the trip to Kenya, students and staff took part in a variety of excursions and activities. They visited an elephant orphanage, the Great Rift Valley viewpoint, a Rift Valley adventure day safari, hiked down Thomson Falls, visited and took part in experiments at the equator, had a tour round a tea / coffee plantation and a giraffe centre. They also spent five days volunteering at a local school, working on DIY projects and supporting students in the classroom.

# ANOTHER BIG YEAR FOR OUR YOUNG CREATIVES

It's always a highlight of the creative industries calendar with the celebration of talent and creativity at the annual Young Creative Awards, in May 2024. With award categories ranging from dance to architecture, the awards are open to young people aged 11-24 to showcase their talents. College students entered seven of the 10 categories and 19 of our students were shortlisted for awards in creative writing, dance, visual arts, film, design and architecture, fashion and textiles and photography.



Four of our shortlisted students were selected as overall winners, against a hugely impressive competitive field. All students were invited to attend the awards ceremony at the Nottingham Playhouse where they could exhibit their work and collect their awards and prizes. Every year students do us proud at these awards which have become a springboard for many into high profile, prominent careers in the creative industries locally, nationally and even internationally too.



# COLLEGE SECTOR DRIVING NATIONAL POLICY

**In July 2024, the new Labour government began some policy reforms that would signal their intentions for national economic and social reform that would directly shape the education and FE sector for the coming term of office, and beyond.**

The government's 'five missions for a better Britain' provides a framework for all public sector organisations to structure their activity, services and outputs. For us it provides a useful tool to assess how we, as a college, are impacting and influencing delivery of national government objectives.

This framework is crucial in helping us steer through ongoing curriculum and policy reform as well as the changing the way services are structured and delivered locally, with the new East Midlands County Combined Authority now in place.



**Secure the highest sustained growth in the G7**



**Make Britain a clean energy superpower**



**Build an NHS fit for the future**



**Make Britain's streets safe**



**Break down barriers to opportunity at every stage**



### Secure the highest sustained growth in the G7

Partnering with over 3,000 local employers we deliver 2,000 apprenticeships and countless other commercial training courses every year

In all, we deliver 10,000 qualifications to apprentices and adult students each year, supporting progression into employment, upskilling and reskilling.

We work alongside civic partners in forums including CBI, LSIP, Nottingham Growth Board and with East Midlands Investment Zone, to name a few.

We are expanding our construction, STEM and civil engineering curriculum offer year-on-year and have invested £6m in a new construction skills centre equipped with the latest industry technologies. Our new green skills centre will support skills for jobs in this growing sector

Our national centre for automotive training excellence, Emtec, provides specialist training to the automotive industry including Halfords, Aston Martin, Hyundai, Bentley and more.

We deliver the highest proportion of adult skills in our region and will work with EMCCA to develop and roll out the new youth guarantee and lifelong learning entitlement, placing skills at the heart of economic growth.

We are working with Nottingham University Hospitals (NUH) and other partners to ensure the economic growth outputs of our new hospitals programme.



### Make Britain a clean energy superpower

We offer specialist training in green technologies such as heat pumps, solar PV and electric / hybrid vehicle as well as the latest in hydrogen fuel cell technology.

We are delivering on our sector-leading Sustainability Strategy with 40% reduction in carbon emissions to date and we will meet our target of 100% reduction by 2030.

We work in partnership with Nottingham Climate Assembly and the Nottingham Green Energy Partnership providing a platform and visible leadership for the green agenda locally.

We are delivering the national Carbon Literacy Programme to young people and adults, as well as all our staff.

We have established a green skills centre to provide bespoke and accredited training in air source heat pumps and solar PV, supporting the retrofit requirements of homes in the region.

Course tutors routinely go above and beyond to seek ways to reduce the carbon footprint of their curriculum delivery. Using donated clothing for our fashion courses, growing our own vegetables and herbs for our catering provision and adopting virtual reality tools in engineering and automotive to reduce physical dependency on paint and metal, are just some of the ways we have adapted our curriculum.



### Build an NHS fit for the future

We work in partnership with our local NHS Trusts on a whole range of training programmes, from T levels to apprenticeships, to English and maths for existing staff, through to commercial leadership and management training for in-house training delivery.

We are one of only a few colleges to offer specialist provision in laboratory science, dental technology and community pharmacy.

We deliver A level and vocational science programmes that support young people and adults into medical and dentistry degrees as well as many vocational pathways into the healthcare sector more broadly.

We have won national awards for our focus on the mental health and wellbeing of our students and staff with more than 40 trained mental health first aiders on site, in college, every day.

We are a menopause friendly and endometriosis friendly employer.

We deliver bespoke commercial training to our healthcare trust and emergency response services.

We are active partners in supporting the Nottingham University Hospital Trust to develop and implement their ambitious Tomorrow's NUH programme, ensuring education and skills is at the forefront of planning for the future of the NHS in our city.



### Make Britain's streets safe

We take a multi-agency approach to educating and supporting young people to take a non-violent path in life through pastoral interventions, guest speaker series, in-house careers service, wellbeing week, induction and more.

We actively work with our students to engage in impactful social action projects, giving students a voice and helping them to own solutions relating to pertinent youth issues including gang membership, drug and substance abuse, crime and behaviour, and youth violence.

We work in partnership with the local Violence Reduction Partnership and the local police to address street violence and the causes of street violence.

Our tutorial programme helps students to understand the implications of knife crime and our Behaviour Management Strategy sets clear boundaries for personal protection.

We work in partnership with Nottingham City Council and others to deliver on our city-wide NEET prevention strategy. This includes the expansion of our entry and level 1 programme offer to provide a wealth of education opportunities for young people who might otherwise turn to crime.



### Break down barriers to opportunity at every stage

We recruit specialists directly from industry and fully fund their teacher training, and we have signed up to the Taking Teaching Further programme.

We prioritise competitive salaries, bonuses and outstanding terms and conditions to attract new teachers into further education, giving our students inspirational learning opportunities every day.

We work in partnership with Stone Soup to offer alternative provision for disenfranchised school pupils and post-16 students.

We work in partnership with Nottingham City Council to deliver a high performing GCSE programme for home schooled pupils aged 14-16.

Our supported internship with the NHS is award winning and sees students with SEND gain access to jobs and opportunities.

We administer a bursary fund of some £4m a year to ensure our students from disadvantaged backgrounds receive access to funding and funded support.

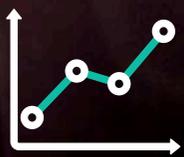
Our HE provision serves some of our most disadvantaged communities with the proportion of younger HE students from the lowest participation areas (POLAR4, Quintile 1 & 2) rising to over two-thirds (69%), up from 50% four years ago.

Our ESOL provision, itself a national beacon of best practice, provides a stepping stone to those most disadvantaged. With 86% of our 16-18 ESOL cohort living in care, our provision connects young people to new opportunities for full time education and training from pre-entry upwards.



# WORK READY FUTURE READY

**Giving our students the best opportunities  
for the future**



**16-18 enrolments  
up by 7.14%  
in 24/25**

**Enrolments from young people (16-18) on full time programmes soared above 7,000 in 23/24 and above 7,500 in 24/25.**

Our students come to us via more than 200 different academic and vocational pathways, from A levels through to engineering, construction, health and social care, media, education and early years, IT, art, tourism, catering, business, hair and beauty, fashion and more.

Despite enrolling across a variety of levels, each one of these students is encouraged to access some form of work experience as part of their programme of study. Work experience is vital in connecting young people to different industries and job roles, improve their confidence and work ready skills and provide enhancements to CVs and university applications. Work placements are offered as part of all full time study programmes at college and ensure that we can develop the knowledge, skills and behaviours our young people need to thrive in their chosen career.

We, more than most, understand the skills gaps that inhibit economic growth and prosperity in our region, and we understand too the many barriers to work our young people can face.

Our mission is simple – we want to connect with as many local employers as we can, to secure meaningful work experience for as many young people as we can.

This could come in the form of:

- An extended work placement, often mandatory within a qualification, lasting between 300 and 700 hours, over the course of a two-year course. Placements are mandatory for our new T levels.
- Shorter work placements of around one week, to be offered to students who will be looking to enter full time work at the end of their studies with us.
- Live briefs and real work projects that can expose our young people to real world problems and encourage them to find solutions.
- Social action projects, which connect young people to their local communities and encourage them to give something back.
- Employer participation in the delivery of a course, such as guest speaking or day visit facilitation, which can provide first-hand accounts of working life, career opportunities and more.
- We also have successful supported internship programmes for our students who are furthest from the jobs market and need extra support to access work.

We're always keen to secure new opportunities for our young people and this year we've entered into work experience / placement partnerships with The Hilton Hotel Group, Pendragon, the NHS, Nottingham Trent University, The Crowne Plaza, CEMA and more.

These employers will have a meaningful and long-lasting impact on the lives and futures of young people in Nottingham.

If you could offer a young person or small group a work placement opportunity, we'd love to hear from you. Please contact us at [business@nottinghamcollege.ac.uk](mailto:business@nottinghamcollege.ac.uk) or call 0115 945 7260.



## A TRANSFORMING ESTATE

Our estate is transforming. Over a five-year period, our estate has contracted and become focussed on six sites. From a peak floor area of c. 100,000m<sup>2</sup> spread across nine sites we are heading towards accommodating higher than ever student numbers in just six sites which have a floor area of c. 70,000m<sup>2</sup>. The final steps in this process will be closing of the inefficient campus space at Arthur Mee and London Road.

### Decarbonisation to meet our net zero commitments

In 23/24 we began work to decarbonisation two of our key sites thanks to £2.6m in Salix grants, won by the college in 2024. In addition to the grant funding the college is investing a further £2m into these projects. The contract has been awarded for Adams campus project, this is to be closely followed by the award of contract for the Highfields. Both projects are scheduled for completion in September 2025.

### Expanding space to meet skills demand

Our Basford campus has long been home to our renowned construction provision and, with demands for construction skills at an all-time time, we've been busy working on an expansion scheme. A new £6m construction skills centre has been in development for the last two years and in November 2024 it opened its doors to more than 150 construction students with brand new workshop spaces and state of the art classroom facilities. The development of new provision that will meet demand for skills in sustainable and modern methods of construction can begin in earnest thanks to the creation of this new space.

Maximising utilisation of our estate and seeking out ways to expand, particularly at our Highfields campus where competition for places on our engineering and electrical courses is four applications for every one place, means that in 24/25 and 25/26 we'll be looking at ways we can grow our provision further.

### Improving learning spaces

Some key decisions to improve our teaching and learning spaces were taken in the last couple of years which have the added bonus of improving the environmental efficiency of our estate overall. In early 2025, we relocate our SLDD provision from Arthur Mee to a new purpose built centre on our Basford campus. Our new Gateway building will cater for around 150 students with learning disabilities and/or difficulties to learn in a nurturing environment, with direct access to a vast range of vocational pathways on site at Basford.



In the summer of 2025, we will relocate our automotive provision from London Road to our engineering site at Highfields. This move will align our curriculum more effectively, enhance the efficiency of our estate and improve the workshop and classroom environment on offer to automotive students.

### Professionalising our office space to improve services to curriculum

With a 56% increase in the number of ESOL students enrolled at our Adams campus since 2020/21, and growth in our 16-18 provision by some 20% in the last three years, demand for space at our Adams building is increasing every year. In 23/24 we took the decision to free up teaching space by moving our professional services out of Adams and into dedicated grade A office space on Canal Street, within a stone's throw of our main City Hub campus. This move brings our professional services together under one roof and in one space, enhancing efficiency and communication between teams and importantly ensures that our space at Adams can be utilised for classrooms and to enhance the student experience when on campus.





# OUR JOURNEY TO BECOMING CARBON ZERO



In 23/24, our Sustainability Strategy came into its own and our place at the heart of Nottingham's bid to become the country's first carbon neutral city has been cemented.

In the last 12 months the college has delivered against a number of key carbon reduction initiatives:

- We have reduced the use of plastics in our student and staff refectories.
- We have signed up to the carbon literacy training programme for our staff.
- We have planted 700 trees and are creating gardens at each of our sites through which we can grow our own herbs and vegetables and support local wildlife.
- We have increased the proportion of meat free catering options at all our sites.
- We have completed two new ultra-low carbon buildings at our Basford campus, enabling us to close our most energy inefficient building in early 2025.
- We have embarked on the decarbonisation of both our Highfields and Adams campuses, thanks to successful bids to Salix.
- We have established an electrical waste contract to ensure our electrical waste is recycled.
- We have reduced our reliability on paper and printed teaching and learning resources.
- We have launched our website which is now hosted using 20% less power than the previous website.

The college's network of sustainability champions meets with the student green society and the staff sustainability group to steer the initiatives we plan and implement. Through our engagement with The Nottingham Green Energy Partnership, we gain exposure to city-wide initiatives that benefit our students including wildlife conservation, clothing upcycling and exchange, environmental education and more. We recently hosted the Nottingham Climate Assembly which gives our staff and students access to academics and climate change leaders to help ensure young voices are heard.

In 2025 our relocation from London Road will once again prove to be a significant carbon reduction measure and we aim to be 50% of our way to our overall carbon neutral target by the end of 2025.

2019/20

2025

2030





## A COLLABORATIVE PARTNER

We take our role within the skills eco-system of our region incredibly seriously.

Our 300+ vocational programmes are informed by our local and regional employers, who mould and develop our curriculum with us. This ensures that our students are receiving the relevant education and training, and are developing the right skills, that our economic needs.

As a provider of more than 50 apprenticeship standards, we work directly with many hundreds of employers at any one time, providing apprenticeship training across our campus network. The relationships we have with our employers are critical to ensuring our college continues to evolve and respond to the needs of our region.

Our employer engagement activity stretches far and wide and our employer partnerships can take many forms, including:



### Industry Advisory Boards

Each of our key faculties is informed through an Industry Advisory Board. (IAB). Meeting 2-3 times a year with our curriculum leads, the IAB is set up to inform curriculum design, the soft skills required and the technical/digital skills needs emerging within each sector.



### Enterprise Advisor Network

Our ambition is to have an enterprise advisor for each curriculum area, acting as our eyes and ears in industry and sense-checking our careers programme to ensure it effectively promotes routes into employment from our courses.



### Technical training partners

A number of national, regional and local employers partner with us to deliver their technical training programme, either on their site or on ours. These are bespoke, designed training packages to meet immediate and long-term skills demands and can be accredited or non-accredited training.



### T Level and extended industry placements

More than 700 students a year each require a work placement of at least 315 hours (approx. 40 days) in order to achieve their qualification. Our business connections are vital to ensuring our students can acquire the skills and experience they need to confidently move into the workplace when they've completed their studies.



### Work placements and work experience

Working with employers we are able to offer work tasters to hundreds of students a year. A typical placement may be a week but could also include site tours, live briefs, project work and part-time placements, where a student might be with an employer for a day a week for a month or so. We work to match the right student to the workplace.



### Guest speakers and event support

We host a range of events and off-timetable activities for students to connect with our local employers, find out about apprenticeships and employment opportunities. Jobs fairs, careers events and information evenings take place throughout the year and employers are encouraged to speak or have an information stand, so that our students can connect with the employer.

 **4000+**  
students engaged through  
employer partnerships in  
2023/24

 **300**  
employers

 **1800**  
apprentices

  
  
**10 applications for every 1**  
apprenticeship job advertised  
with us in 2023/24

 **60+**  
Apprenticeship Standards

 **Outstanding**  
RATED OUTSTANDING BY OFSTED - RESIDENTIAL APPRENTICESHIP PROVISION

 **84%**  
of students secure a  
positive destination  
when they leave  
us thanks to our  
employer and  
training links

 **150+**  
guest speakers and employers  
delivering sessions to students  
in 2023/24

 **400**  
extended and T Level  
placements delivered  
in 2023/24



## Case Studies



### East Midlands Airport

Aviation students at Nottingham College benefit from numerous opportunities to gain hands-on industry experience beyond the classroom, thanks to a strong partnership with Manchester Airport Group, owners of East Midlands Airport (EMA).

Recently, level 3, year 2 aviation students were tasked with planning and managing parts of an EMA event where they needed to demonstrate teamwork, communication and organisational skills, as well as knowledge of the industry. During the event, students also had the opportunity to network with businesses such as TUI, Swissport, Jet2, Boarder Force, Boots, Hilton Hotel, and a number of well-known retailers who operated in the travel and tourism sector.

## halfords

### Halfords

In January 2025 Nottingham College was appointed to deliver a bespoke apprenticeship training academy for Halfords, after a competitive tender process.

The partnership will see hundreds of apprentices coming through the door, initially on a light vehicle technician level 3 course. As part of the agreement, Halfords have taken on a physical unit at Nottingham College, which is fully branded in Halfords' signature orange, with the option to be able to expand into further space to accommodate the growing programme.



## AT THE HEART OF OUR COMMUNITIES

Nottingham College is an anchor institution, connected to our communities through our network of campuses, community venues and through the tailored nature of our provision.

Our tailored learning offer is vast and varied. We operate across 6 core campuses and more than 20 community venues, delivering a mix of courses designed to develop key essential skills, provide pathways into education and employment, and fulfil a vital role in supporting the health and wellbeing of local people who maybe isolated from their communities and don't have a clear route into employment.

Nearly 2,000 adults enrol with us to gain English and/or maths qualifications, either through GCSE or functional skills programmes. These adults progress onto further study, demonstrating how key this provision is in supporting local people to access higher level qualifications. This in turn ensures a steady pipeline of local people into local higher skills jobs, such as nursing and engineering.

Many more students enrol on one or more of our award-winning ESOL programmes, which enable those for whom English is not their first language, to progress into further study and employment. Success stories from our ESOL programme are commonplace with students progressing into nursing and healthcare, teaching and early years care, social work and much more.

Our team of community development workers work directly with many third sector organisations, as well as employers, to plan and deliver courses that respond directly to local need. This may be provision targeted at ex-offenders, refugees, those struggling with housing and homelessness and those who may have contended with complex and long-term health and mental health issues.

Our students also put community at the heart of their studies through Social Action Projects. These volunteer projects give young people the chance to explore and develop their skills while making a real difference to their local areas, whether that's coming up with initiatives to tackle youth homelessness or transforming brownfield spaces into green and thriving rewilded parts of the campuses.



**“The course has an amazing positive impact in my search for jobs. I have successfully applied for a job at Tesco, which I applied for last year and was miserably unsuccessful! I have applied the same things learned to other job applications. I wish I knew it before. The tutors were fabulous and left a positive impression in my mind.”**

In collaboration with Bestwood Partnerships, our community team led two short 5-day courses for local employers, focusing on Tesco retail (18 participants) and Greene King Hospitality (22 participants).

Managers from both companies participated in the lessons, providing valuable insights into the roles and recruitment processes.

Participants were guaranteed interviews and those who did not secure a job are enrolled on further employability courses with us.

In collaboration with our local partners within the DWP, we have delivered a successful series of courses designed to prepare people for jobs and careers within the Civil Service, including CPS, HMRC and DWP.

17 courses were delivered over the last year, engaging more than 300 local people. These courses deliver training as well as support with applications and interviews. Connecting local people into entry level roles within our Civil Service often results in students re-engaging with us to participate in higher level skills training.

Our provision is recognised nationally as an example of best practice, with demonstrable success in improving peoples' physical and mental health, confidence, resilience and other life skills necessary to take that first big step towards employment.



# DIGITAL TRANSFORMATION

In committing to the College Strategy in March 2023, the college committed to investing in its digital estate, understanding the particular point in time we inhabit, in a 'fourth industrial revolution' where AI, advanced robotics, automation and digital media completely reshape the skills agenda and the future livelihoods of our young people.

The college is recognised within the sector as a beacon of best practice, becoming early adopters and advocates for the transformative powers of AI in education.

Our new Digital Strategy prioritises a number of strands of work, including:

- Enhancing our own services and operations to ensure we reap the benefits of digital innovation.
- Infusing our own curriculum delivery with digital and innovative teaching and learning delivery methods, ensuring we reflect the world around us.
- Devising courses and skills programmes that educate and inspire our students to be able to enter into jobs and careers that require high level digital skills and deliver economic growth for our city and region.
- Continuing to invest in our digital and cloud technology to ensure we are providing staff and students with the latest technology to use in the classroom including audio visual, augmented reality, virtual reality and immersive environments, in addition to ensuring we are constantly maintaining our IT infrastructure to stay ahead of any cyber risks.
- Investing in our staff to ensure that they have the digital confidence and digital competence to inspire our students to ready for the workplace of the future and to provide efficient internal services.

Throughout 23/24, we've made huge strides in transforming our curriculum, innovating in service delivery and establishing ourselves as innovators in our sector. Our immersive room, new Esports suite, our simulated hospital care ward, our digital media centre, and our advanced robotics equipment have all provided our students with fantastic new, digital learning equipment. Our digital skills trainers and innovation coaches have delivered thousands of hours of training to our teachers and our new tools and systems have delivered tangible benefits for teachers in managing workload and in the classroom, enhancing students' engagement with learning.

In the coming year, we'll be further embedding our Microsoft eco-system, setting ourselves a target of becoming a Microsoft Showcase School by 2027. We have partnered with Microsoft on a range of initiatives that place us front and centre within the sector as a digital pioneer for education.





# 16-18 FULL TIME

## College performance and student achievement

Nottingham College draws the majority of its income from the funding it receives to support 16-18 year olds in full time education or training, some 57% of its annual income, with around 7,600 students on a study programme. This is a growing area for the college, having seen numbers rise by more than 8% in the last year and nearly 20% in the last two years. The college has seen most of its recent growth in its lower-level provision (level 1 and below). In 22/23, this provision accounted for 28% of overall provision.

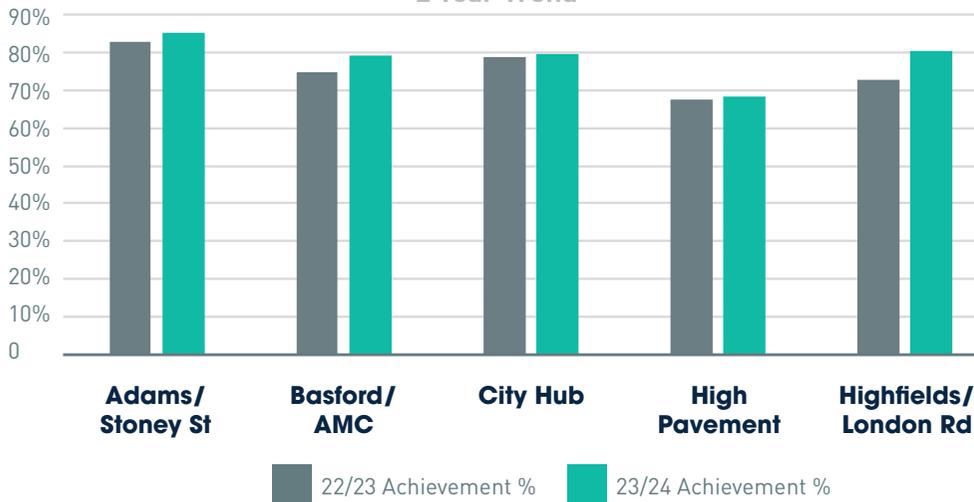
### Our students

Provision type	Enrolled students	Proportion of 16-19 student population
Entry / SLDD / Foundation Learning and Level 1	2,896	38%
Level 2	1,804	24%
Level 3	2,908	38%

### Student achievement

Achievement rates for 16-18 year old students on full time courses rose across all our campuses in 23/24, highlighting an improving picture for our full time provision and signifying ongoing improvement in the quality of our teaching and learning and in delivering outcomes for students. Overall achievement for 16-18 full time students rose 2.9% in 23/24.

16-18 Achievement Rate by Campus  
2 Year Trend



### Work experience and careers

More than 73% of our 16-18 year old students engaged in 30 hours or more of work experience activities in 23/24. In addition, 9,545 interventions with our in-house careers advisory service were logged, up from 6,701 the previous year. These interventions include events, involving hundreds of local employers who come to college to support students to plan their next steps.

### Student satisfaction

Our students are enjoying college life. In our term 1 student survey for 24/25, 95% of students stated they were satisfied with the college and the course they are studying. In the same survey, 95.3% of students stated they would recommend the college as a place of study.

### Student destinations

92% of college leavers from our 16-18 full time programme have reported a positive destination this year. This means that students have progressed either into further study or into employment / apprenticeship. Students who move into volunteering roles also form part of this positive progression rate. 70% of students who engaged with our destinations research told us that their time with us improved their life and/or study skills, helped them progress in their education, or improved their chances of getting a job / apprenticeship.

### Improving outcomes for all

Our work to support young people in care is improving with our 23/24 achievement rate for young people in care up 4.4%. The gap between cared for and non-cared for young people decreased from 3.4% in 22/23 to 1.9% 23/24.

Students of African heritage are positively represented at college (7.4% of college students compared to Nottingham City at 3.2%). Black / African / Caribbean / Black British students achieve very well at 86.6%, 7.4% higher than all 16-18 year olds and 4.4% above national achievement rates.

### Responding to skills demands in our region

The college saw its highest number of 16-19 enrolments ever, with over 8% growth in student numbers enrolling in 24/25, from 23/24. The college grew in areas with high skills demand and the number of students joining us on a STEM related subject rose by 14% in 24/25 with more students than ever studying to level 3 in STEM fields including science, engineering and healthcare.

### Digital skills

More than 4,000 students completed their I AM Digital induction, providing digital study skills and introducing them to the responsible use of AI and other tools to support their own learning and development.



# ADULT STUDENTS (19+)

## College performance and student achievement



Adults make up the majority of our overall enrolments, with some adults enrolling on multiple programmes within the year. Our adult enrolments are as follows:

### Our adult students

Provision Type	Number of enrolments
Full time in college	704
Part time in college	3,316
Community	2,965
ESOL	4,110
e-learning	3,375*
Sub-contracted	2,262*

\*Planned enrolment numbers, not actual.

We have self-assessed our adult provision as outstanding in 23/24 and are confident that in our next Ofsted inspection, inspectors will reach the same conclusion. Achievement rates continue to increase with 23/24 achievement rate 90%, up from 86.3% in 22/23. The vast majority of our adult students, studying on either a full or part time programme, stay with us with student retention at 95.2% (3.1% increase on 92.1% in 22/23).

Our ESOL programme has already been assessed as sector leading by Ofsted. Adult ESOL qualification achievement for 23/24 was 95.3%, 5.4% above national achievement rates. This high rate of achievement has been sustained over a 5-year period. Our community provision has also attained consistently high achievement across all demographics over a 5-year period against national achievement rate benchmarks (female: 97.7%, male: 97.1%, students with learning difficulties: 98.5%, overall achievement: 97.5%).

### Responding to skills needs and achieving growth

Achieving 110% of our adult education budget (AEB) in 23/24 unlocked an additional £1.5m in funding and delivered an additional 1,360 enrolments overall.

The success of the ESOL Plus programme in 23/24 has seen more than 120 ESOL adult students apply to full time programmes in 24/25, including functional skills maths and English, hair and beauty, automotive, science, and early years.

Our ESOL provision has expanded significantly over the last few years. Enrolments have risen 22% between 22/23 and 23/24 and, when compared to 21/22, adult ESOL enrolments has risen by more than 50%. Our ESOL provision is awaiting a possible Beacon Award, acknowledging its national prominence, which is due to be announced in March 2025.

Our outstanding community provision responds directly to local need and operates across 22 community venues across Nottingham and Nottinghamshire, taking learning out into neighbourhoods and breaking down barriers to access. This provision has grown by more than 500 enrolments in the last year.



**“We have worked in partnership with the college for over 10 years to deliver personal development courses for NHS patients who have mental health challenges to support their recovery. They have changed people’s lives with their compassionate, non-judgemental, and inclusive teaching. It’s a pleasure to work with the college.”**

**Nottingham Recovery College**



# APPRENTICESHIPS

## College performance and student achievement

Nottingham College’s apprenticeship offer is expansive with around 60 apprenticeship standards on offer from engineering to laboratory science, from catering to digital marketing, and healthcare to construction.

We are likely to have around 1,800 apprentices enrolled with us in 24/25, with the vast majority enrolled on either an intermediate or advanced apprenticeship. The number of apprenticeship starts has remained consistent at between 750 and 800 starts for the last two years, against a backdrop of national stagnation in the intermediate and advanced apprenticeship market. We have seen a shift in the proportion of male to female apprentices and those aged 19+ which has increased in the last two years however, with recent government reform prioritising the engagement of 16-18 year old apprentices likely, we are hopeful to see growth in this area going forwards.



Our apprenticeships programme operates across all campuses. At our Ruddington site we have a specialist automotive apprenticeship and technical training facility called Emtec which is a long-established and highly regarded training provider for around 700 automotive apprentices a year, coming from all over the UK. They stay in the city for study blocks and work for national / global automotive manufacturing brands including Hyundai, Aston Martin, Ferrari, Genesis and more. In early 2024, this residential provision (where apprentices travel and stay for study blocks) was graded outstanding by Ofsted. This is the college’s first outstanding grade and was unanimous across all inspection areas.



In 2024, the college secured a new national apprenticeship training contract with Halfords, further cementing the college’s position as a national leader in automotive apprenticeship training.

The college trailblazes in a number of areas within the automotive sector. We have one of only a few motorbike apprenticeship contracts nationally and we are ahead of the game when it comes to developing EV / hybrid skills and other higher-level skills, commensurate with emergence of driverless vehicle technology. Our light vehicle repair programme is one of the highest performing in the country for its consistently high achievement rates at 70.1%.

Employer satisfaction with our apprenticeship provision remains good in 23/24 as determined by our annual employer survey and through the reviews provided through the National Apprenticeship Service.

Our apprentices	22/23	23/24
Male	57.5% (1,121)	67% (1,233)
Female	42.5% (829)	33% (608)
16-18	45% (752)	39% (722)
19+	55% (1,199)	61% (1,119)
D2N2	60%	62%
Out of area	40%	38%



**“It’s great to see new talent coming through and being able to support their development and achievement with training and formal qualifications. Communication is key to the success of any partnership and the longevity of my relationship with the College says a lot – I really believe in the work that we do with them.”**

**Des Sweeney**, Head Chef at Woodborough Hall



# HIGHER EDUCATION

## College performance and student achievement



Our HE provision provides accessible higher education to our own further education students and a good number of FE students progress from level 1 study all the way through to level 6 study and beyond.

Our student numbers grew in 24/25 by 12%, back to 20/21 levels and in the face of a dip nationally. Securing this upward trajectory sets us on course for ambitious growth for 24/25 and beyond. Our HE provision is diverse but wholeheartedly serves the local student population who are leaving school but also returning to education after a number of years out.

Our HE students	22/23	23/24	24/25
Male	47% (183)	44% (181)	45% (214)
Female	57% (199)	56% (226)	55% (263)
18-23	60%	54%	58%
24+	40%	46%	42%
Nottingham	83%	81%	84%
East Midlands	96%	93%	93%
Other	4%	7%	7%

Our achievement rate for our NTU accredited provision for 23/24 was 73% for level 4, 90% for level 5 and 96% for level 6 – a great set of results acknowledged by our partners at Nottingham Trent University.

Satisfaction also remains high. We have seen a significant increase in student satisfaction through the responses to the 2023 National Student Survey. Response rates are high at 84%, against a national response rate of 72%, and the college’s satisfaction rate has improved across 17 of the 27 questions.

### Responding to local need

Our HE courses are highly responsive to student demand and to skills demands locally. Since 23/24, we’ve seen a 24% increase in the number of HE students studying in a STEM subject. This growth is thanks to continued development of our science, engineering, electrical, and digital HE curriculum.

The college has a firm commitment to widening participation and providing equality of opportunity in higher education. The HE student body comprises a large proportion of students from the most socially and economically disadvantaged areas in the city, and provides opportunities for many students, often excluded from traditional HE opportunities, to support social mobility and personal development.

- The proportion of younger students from the lowest participation areas (POLAR4, Quintile 1 & 2) has risen to over two-thirds of younger students (69%), up from 50% four years ago.
- The proportion of students from the most deprived areas (IMD 2019 Quintile 1 and 2) has risen to 55.1%.
- The proportion of entrants with a reported disability is 27%.
- Overall continuation rates have shown strong improvement over the period with TUNRDA quintile 1 students improving rapidly to 93%. These enhanced continuation rates are also witnessed alongside those in IMD quintiles 1-2, those with disabilities, those eligible for free school meals, and young people.
- The college’s HE student body is diverse and reflective of the local community; 36% are from a BME background, 42% are considered mature students being 21+, and 24% declared a disability or learning difficulty.

We work in partnership with



