

Annual Report

Year Ending 31 July 2024

Here for you.

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Welcome

Halesowen College has continued to have a positive impact; ensuring all learners had the opportunity to learn, flourish and succeed and go on to live happy and purposeful lives. We started 2023/24 with a visit from Ofsted in September and were delighted that our strategic ambition, to be exceptional, was recognised. The Ofsted “Good” is a solid foundation on which to further develop and grow.

With a new strategic plan in place, the college has made strong links with employers and has contributed to the local economy by providing the skills that employers need to drive up their productivity and secure economic growth for our communities. We greatly value the involvement of employers in shaping our curriculum and providing work placement opportunities for students. We celebrated these partnerships in June 2024 with our inaugural employers’ dinner held in our Bistro @B63.

Halesowen College is a cornerstone of the community, an anchor institution. Throughout the year we have worked closely with Halesowen BID, Dudley Business Champions and The Black Country Chamber of Commerce. Our monthly business breakfast is a vibrant meeting place for a wide range of businesses and community groups, including the local Rotary, all focusing on the advancement of the communities we serve. Halesowen College values partnerships and we have forged positive relationships with local education providers, Dudley MBC, WMCA and our local MP.

This year, we have extended our college estate with the acquisition and refurbishment of Trinity Point for Digital Technology and Media. This industry standard inspirational learning environment has been well received by learners and was officially opened by WMCA Mayor Richard Parker. We look forward to moving forward with our strategic aims to extend our positive impact on our community.

Our vision is for Halesowen College to be exceptional.

Our values are Inclusion, Care, Ambition and Respect.



Jacquie Carman

Principal and
Chief Executive Officer



Jo Chilton

Chair of Governors

Our Key Strengths:

- An ambitious and accessible curriculum which focuses on knowledge and skills.
- High quality teaching, learning and assessment which allows all learners to succeed.
- Courses with clear intent shaped by employers.
- Strong commitment to wider curriculum and enrichment – developing the whole person.
- Outstanding safeguarding.
- Excellent resources and an estate which inspires learning.
- A talented, committed and student focused team.
- Effective and valued support for all learners.
- Ambition for all learners to achieve their goals irrespective of age, background or previous attainment.
- Learners progress to higher education, apprenticeships and sustainable employment.

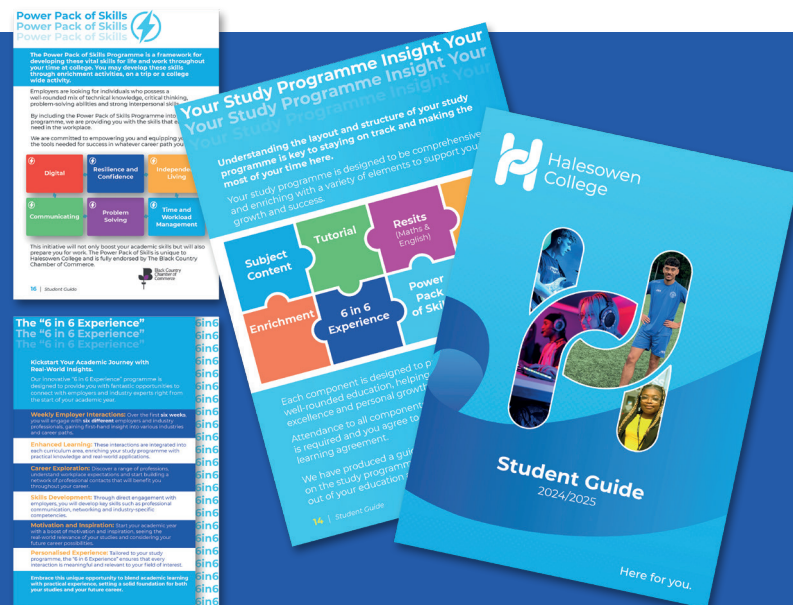


Our Strategic Priorities are to provide:

- An impactful, inclusive and broad curriculum to meet the needs of learners and address the skills deficit.
- Exceptional quality of education which inspires students to learn, flourish and succeed.
- A physical and digital estate which is visionary and provides motivational environments in which to learn.
- To maintain sustainability and financial resilience to invest in our environment and excellence in education.
- To be known for exceptional education, support, skills development and positive impact – a reputation that we proudly uphold.

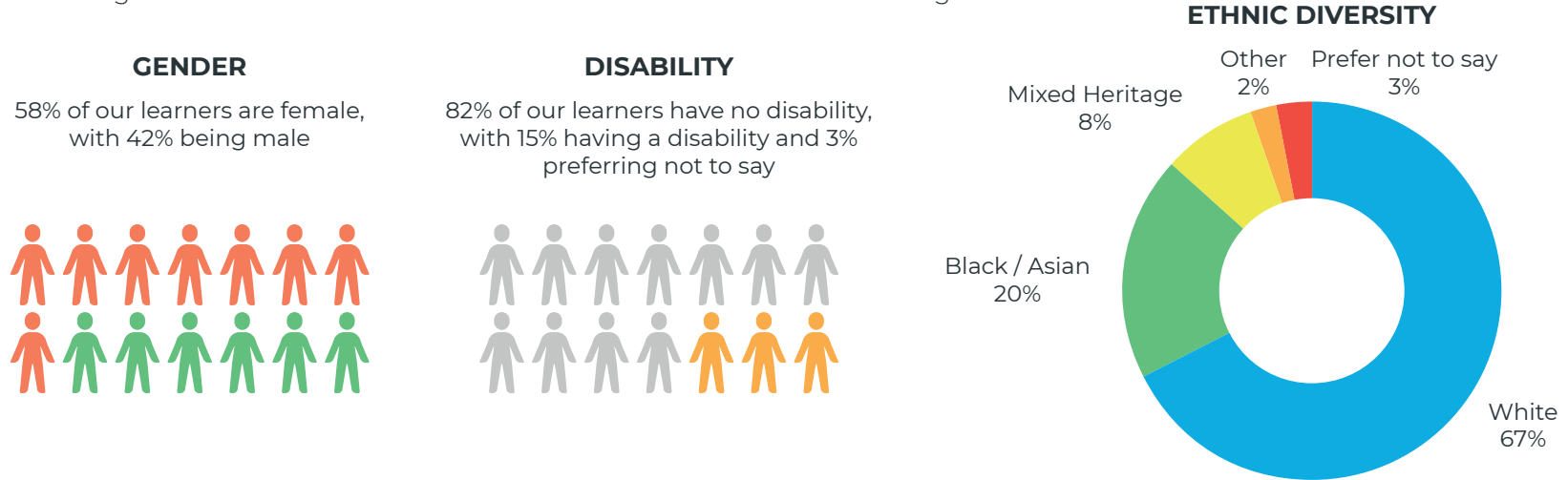
Transformational Projects

- In a rapidly changing world where the challenges of the digital revolution and the imperative for sustainability, the Power Pack of Skills and the 6 in 6 careers programme will develop the whole person. This project will shape employability skills, fuelling ambition and focusing on personal/social development to fully equip our students of all ages, backgrounds and levels of ability with the confidence and knowledge to take the next positive step as part of a pastoral framework designed to inspire and educate. There will be a particular focus on Level 1 as an integral part of this programme to ensure that our approach is truly differentiated and meets the needs of the learner including those with high needs.
- The impact of educational reform is the most significant the sector has seen for generations. Amidst the seas of educational reform, our transformational project of curriculum development will ensure we strongly support the skills agenda and ensure there is a purposeful programme of study for every learner.
- In addition to the legally recognised protected characteristics, we raised our approach to equality of opportunity and celebration of diversity through a new Equality Scheme with the adoption of socioeconomic deprivation and children who are looked after as local protected characteristics. This project will positively impact the College community ensuring everyone can succeed and flourish; improving our value added and positive destination profile.



Our College Community

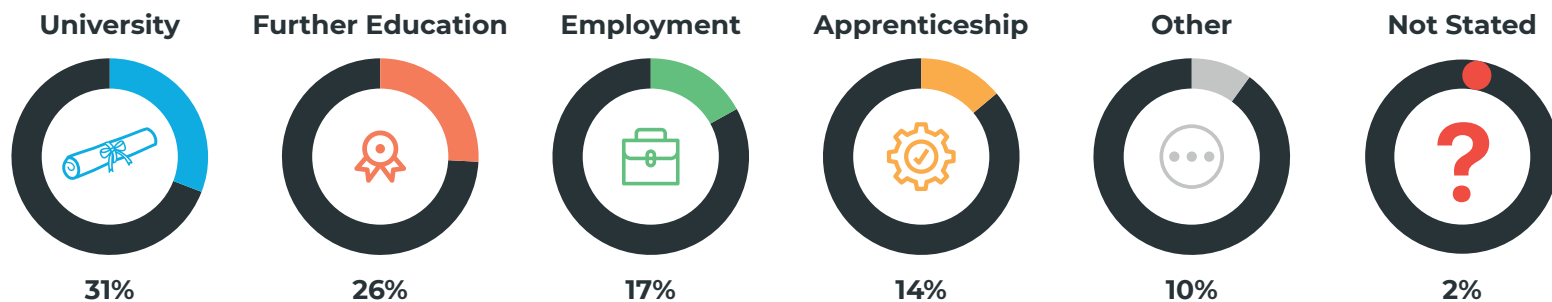
Currently Halesowen College has c. 5000 full time 16-18 learners. This cohort has the following characteristics:



On entry to the College 15% of learners did not have GCSE Maths and English at grade 4 or above. We draw from 133 first level postcodes (e.g. B63) and work with young people from some of the most deprived areas such as Lye, Netherton and Smethwick. Despite these challenges, destinations are very positive as shown below. 726 of our learners have declared a disability, learning difficulty or medical condition.

DESTINATIONS

The graphs below show the positive destinations that many of our learners go on to after leaving us despite challenges that can be experienced in the local area.



We support learners financially through our learner support fund, removing financial barriers to engagement.

We work with more than 1300 adult learners and 150 apprentices. The characteristics of our adult community reflects the 16-18 cohort in terms of socioeconomic factors. The diverse and vibrant community creates a rich cultural base and has enabled Halesowen College to be re-accredited as a Leader in Diversity, a College of Sanctuary and the Rainbow Flag.

Halesowen College Impact

Our success cannot be solely measured on attendance, achievement or profitability; it must be measured on the positive impact we make in our community, the lives we positively change and the opportunities we provide to all of our learners irrespective of their age, background or level of prior attainment.

Success is about the value we add, enabling learners to learn, flourish and succeed, and take a positive step into employment, an apprenticeship or continuing education.

We have **supported 816 businesses** in the last year through recruitment and training of apprentices, work placements, Bootcamps and Into Employment Programmes.



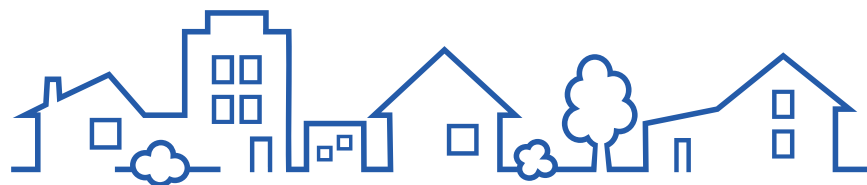
We have engaged with 247 local employers through our **Business Breakfast**.



Staff and students participated in charity and/or fundraising activities in 2023/24, **supporting local and national groups and charities** including Black Country Women's Aid, The What? Centre and Children in Need.



Our students are bridging the skills gap by taking the skills, knowledge and behaviours learnt at Halesowen College into the workplace. In 2023/24, we supported **over 4,000 students** to become the teachers, healthcare professionals, accountants, IT professionals and scientists of tomorrow.

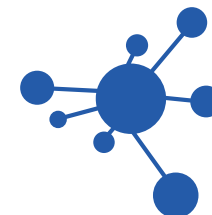


Halesowen College is the **largest employer** in our town, employing 636 staff. 50% of our staff live in the borough of Dudley and 80% live in the West Midlands.

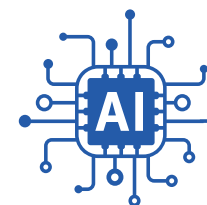
In 2023/24 we educated 3,428 students to Level 3 (A Level equivalent) which will result in **16% earnings return** and a 4% increase in the likelihood of being employed.

We also supported **2784 students** to achieve a Level 2 (GCSE equivalent) qualification.

On average people with a Level 3 qualification can **boost** their earning by **£4,000** per annum.



Our curriculum is broad and impactful with 52% of our learners studying in the priority sectors of **health, science/technology, business and finance and digital**.



Celebrating Success

- More than 95% of our students progressed from college into HE, further study, employment or an apprenticeship.
- 797 students went to university. Popular choices include University of Birmingham, University of Worcester, Aston University, Birmingham Newman and University of Liverpool.
- The five percent that do not progress into education or employment take a gap year or undertake volunteering.
- Our annual student awards celebrate success.
- We have our own HE programme and proudly hosted a graduation ceremony in October.



Lewis

"Lewis was exemplary both in applying his technical skills and personal qualities while on placement. He was hard working, honest and very capable across all areas in which he was asked to work. Lewis came over as a highly mature young man, well capable of working in a team. There were times when the employer had to remind himself that Lewis was not already an employee. This bodes very well for Lewis's future in digital services and his ability to progress in whichever field he selects"

Mark Williams
Digital Technologies Lecturer

"Iffat's attendance, attitude and effort have all been excellent whilst studying her GCSE English. Iffat has shown determination throughout the course, often completing extra work at home to aid her progress. She has always been keen for feedback to help her move forward, and took on board any targets set. Iffat wants to complete a degree in order to pursue a new career - I am sure she will be successful as she has the grit and determination to do so. Well done, Iffat!"

Sally Satchwell
GCSE English Lecturer



Iffat



Tomass

"Tomass portrays a motivated, confident and diligent attitude toward his studies. Consistently the top achiever in Environmental Science, he wrote a trial scientific paper completely independently. Interested in politics, he has met with our local Council multiple times at events, and was accepted to attend the Green New Deal Rising leadership programme over the summer, an environmental and political organisation that push movements to protect the environment."

Derek Fletcher
Environmental Science Lecturer

Summary Financial Report

for year end 31 July 2024

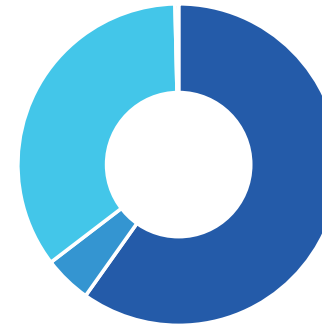
Consolidated Statement of Comprehensive Income	2023/24 £000s	2022/23 £000s
Income	36,270	33,133
Expenditure	(35,987)	(32,684)
Surplus Before Other Gains & Losses and FRS102 Pension Adjustments	283	449
FRS102 Pension Adjustments	167	(510)
Surplus/Deficit Before Tax	450	(61)
Taxation	0	0
Surplus/Deficit for the Year	450	(61)
Actuarial Loss/Gain in Respect of Pensions	(167)	6,998
Total Comprehensive Income for the Year	283	6,937

Consolidated Statement of Changes in Reserves	Income & Expenditure Reserve £000s	Revaluation Reserve £000s	Total £000s
Balance as at 31 July 2023	31,695	1,501	33,196
Surplus from Income & Expenditure Account	450	0	450
Other Comprehensive Income	(167)	0	(167)
Transfer Between Reserves	50	(50)	0
Total Comprehensive Income for the Year	333	(50)	283
Balance as at 31 July 2024	32,028	1,451	33,479

Balance Sheet as at 31 July 2024	2023/24 £000s	2022/23 £000s
Tangible Assets	44,524	37,371
Current Assets	7,931	16,771
Current Liabilities	(4,962)	(6,266)
Net Current Assets	2,969	10,505
Total Assets Less Current Liabilities	47,493	47,876
Creditors: Greater Than 1 Year	(13,938)	(14,606)
Provisions for Liabilities & Charges	(76)	(74)
Total Net Assets	33,479	33,196

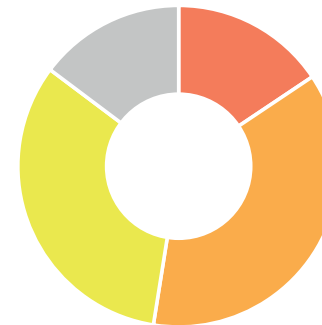
Unrestricted Reserves	2023/24 £000s	2022/23 £000s
Income & Expenditure Account	32,028	31,695
Revaluation Reserve	1,451	1,501
Total Reserves	33,479	33,196

Analysis of expenditure for the period 1 August 2023 to 31 July 2024



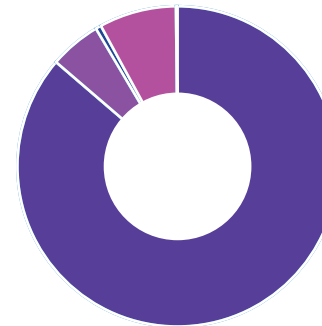
	2023/24 £000s	2022/23 £000s
Staff Costs	21,529	19,304
Depreciation	1,723	1,860
Other Operating Expenditure	12,603	11,174
Interest	132	346
Total	35,987	32,684

Analysis of other operating costs for the period 1 August 2023 to 31 July 2024



	2023/24 £000s	2022/23 £000s
Teaching Departments	1,968	2,366
Teaching & Other Support	4,651	4,010
Administration/Central	4,125	3,245
Premises	1,859	1,553
Total	12,603	11,174

Analysis of income for the period 1 August 2023 to 31 July 2024



	2023/24 £000s	2022/23 £000s
Funding Agency	31,298	28,916
Tuition Fees & Educational Contracts	1,885	1,492
Other Grants & Contracts	204	208
Other Operating Income	2,826	2,517
Investment Income	57	0
Total	36,270	33,133



Jacquie Carman
Principal and
Chief Executive



Joanne Williams
Deputy Principal and
Deputy Chief Executive



Andrew Woodford
Chief Finance Officer and
Vice Principal



Sarah Bullus
Assistant Principal
Students and Safeguarding



Rachael Charles
Director of HR



Richard Franks
Assistant Principal
Curriculum and Innovation



John Murray
Director of Operations and
Stakeholder Engagement



Jonathan Priest
Chief Information Officer



Craig Tucker
Assistant Principal
Quality and Standards

Our Corporation 2023/24

Jo Chilton – Chair of Corporation
Jacquie Carman – Principal and CEO
Andrew Hanson – Vice Chair and Chair of Finance and Resource Committee

Ian Hughes – Chair of Audit
Gail Rothnie – Chair of Students, Curriculum and Quality Committee

Mark Sterling – Chair of Personnel Committee

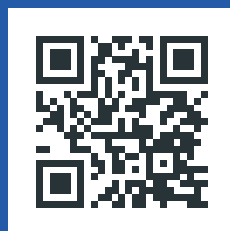
Aisha Benachour
Shabir Chagan
Sarah Dawson
Stuart Fisher
Mark Hammond (co-opted)
Tiffany Harvey-Pallent
Alison Jarrett
Helen Jones
Raj Joshi
Chloe Naughton (student)
Joanne Rouse
Lee Smart (staff)
Anna Sutton
Kate Taylor

Halesowen College Enterprises Company Directors

Jacquie Carman – Chair
Mike Guest
Andy Hanson
Ian Jewkes
Barry Wheeler
Andrew Woodford

Rachael Charles – Company Secretary

Learn, flourish, succeed.



www.halesowen.ac.uk