

Great people, great place!



LIFE AT SHIPLEY COLLEGE

2022/23



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*Information from September 2022 to August 2023

INTRODUCTION TO SHIPLEY COLLEGE

ShIPLEY College is a general further education college, set in the UNESCO World Heritage site of Saltaire, West Yorkshire.

This report is to recognise and thank our employer, civic and community partners for being a source of inspiration and opportunity for our students.

It celebrates our students progress in life and work, and showcases some of the amazing achievements, commendations and awards that they have won.

And finally, it shows the impact of my teaching, learning support and pastoral colleagues.

As a direct message to them, I must say that I am so proud you, and I thank you for your selfless efforts in helping your students believe in themselves and achieve greatness.

Thank you!

Diana Bird, Principal and CEO



SHIPLEY COLLEGE'S MISSION STATEMENT

To provide the highest quality, inspirational education and training that meets and exceeds the ambitions of individuals, businesses and communities.

OUR CORE VALUES

Inspirational Culture of Collaboration and Partnership

A supportive team working closely with our stakeholders in a spirit of trust and integrity.

Aspiration, Professionalism and Achievement

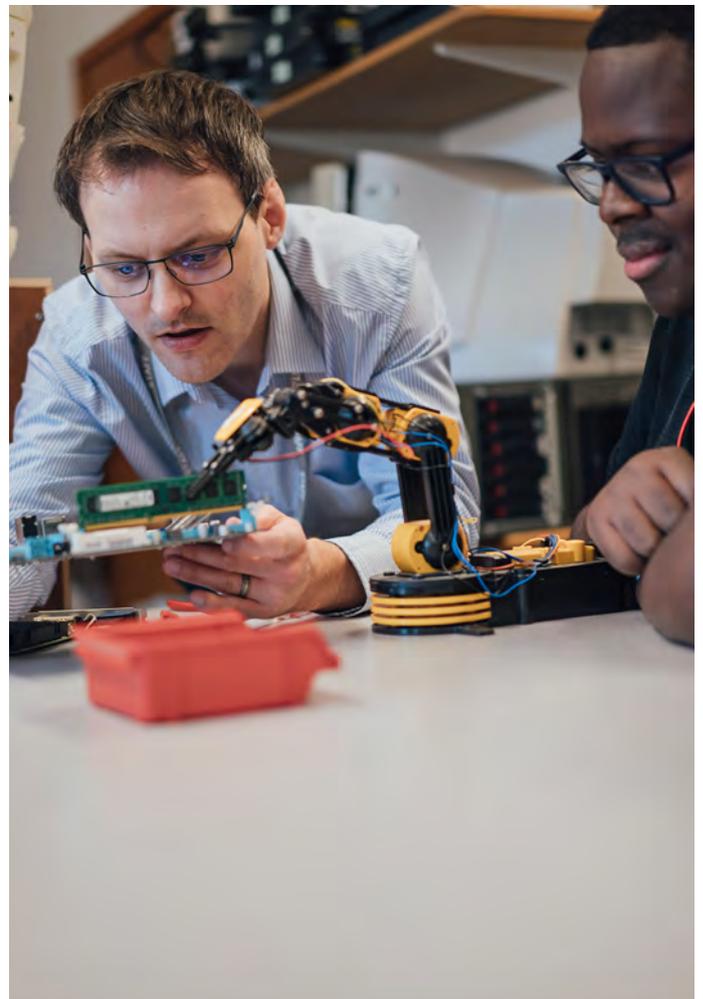
Striving for excellence in a safe, sustainable environment, while supporting all students to achieve their personal best and to progress to their next steps in work and life.

Responsiveness

Meeting the needs and exceeding the expectations of students and employers, both locally and regionally, responding to government initiatives and our local community.

Equality and Respect

Celebrating the diversity and inclusion of our students and staff.





SOME HIGHLIGHTS OF 2022-23

SALTAIRE MAKERS FAIR

Our Art & Design students took part in the Maker's Fair at Victoria Hall which is run by Saltaire Inspired. They each created their own range of contemporary craft products and learned how to design, produce and market them. The work was displayed and sold to the public across three stalls. It was a great success and lots of sales were made!



HANNEKE FRANKEMA

The Floristry Department hosted a demonstration evening in Victoria Hall by Master Florist Hanneke Frankema. Hanneke is the Europa Cup Winner 2022 and inspired our students and visitors to use her creative wiring techniques in their floral design work.

CREATIVE MEDIA SPEAKER

Our Creative Media students had the pleasure of welcoming Head of Production at Candour TV, Ali Hobbs, to give a presentation to the students about her career. Course leader Debbie Morrisroe said *'Ali was so inspirational and really demonstrated her passion for the industry, encouraging all of our learners to do what they love, be creative and to push themselves.'*



STAFF WELLBEING DAY

The College Staff Wellbeing Day took place in March. There was a wide range of activities for staff to try out including Pottery Painting, Making a Planter, Life Drawing, Gaming and a Jamming Session. Our Wellbeing Day's are a great opportunity for staff to mix with other departments and learn a new skill or hobby or just enjoy a walk around our local area!

APPRENTICESHIPS UNLOCKED EVENT

Our second Apprenticeships Unlocked offered our students and young people from across the district the chance to find out more about local apprenticeship opportunities and connect companies with potential new employees.

Victoria Hall was filled with employers from sectors such as IT & Digital, Manufacturing, Public Services and Engineering, offering visitors a wide range of vacancies and careers to choose from. Local company ACS said, *"We are invested in supporting the best opportunities that can really change young people's lives and break them into a sector that is quickly growing in this region."*



TECH FOR GOOD EVENT FOR IWD

In honour of International Women's Day on Wednesday 8th March, Shipley College and Future Transformations held a second 'Tech for Good' event, that inspired young people from across the district to explore digital careers.

Female pupils from local schools were involved in a 'Mission Zero' workshop, in which teams created and submitted Python computer programmes to run on two Raspberry Pi computers onboard the International Space Station!

Tim Rogers from Future Transformation and Heather Savage, Head of Business & Computing at Shipley College led the event, along with Hannah Cebollah from Born in Bradford's Digital Makers Project with the goal of promoting STEM opportunities and inspiring female students.

CTE AWARD SUCCESS FOR STAFF & STUDENTS

At the annual CTW awards, the amazing achievements of Shipley College students and staff were celebrated at the annual district wide awards event.

The SkillsHouse CTE award for Educator of the Year went to Rachel Hoyland, our Supported Internship Programme Coordinator. Rachel has shown exemplary dedication to developing career opportunities for young people for over a decade, helping 100s of students.

Other winners included our Head of Digital with a Lifetime Achievement Award for Transformative Learning, a T Level Health student winning the Student of the Year Award and a L1 Health and Social Care student winning the Outstanding Learner Award.



HARROGATE SPRING FLOWER SHOW

Our Floristry department was awarded the Silver award for their Floral Art display on the theme of 'Inventive Britain' at the Harrogate Spring Flower Show. Our stunning display depicted Alexander Flemming's office where 'Penicillin' was discovered and developed. Our Level 3 Horticulture students also took part in the Creative Borders competition with themes including, 'The Abandoned Garden', 'The Japanese Shade Border' and 'The Artisan's Garden.' We were incredibly proud of our students showcasing their design ideas to the public and judges. The spring show hosts Britain's biggest exhibition of flower arranging and floristry.



TRAVEL & TOURISM STUDENTS GET OUT & ABOUT

Our Travel students don't like to sit still! Last term they travelled to London to explore the capital's famous tourist attractions and landmarks, visited the Manchester Christmas markets to see one of Europe's largest outdoor events, enjoyed a taster visit to Manchester Airport to speak with various employees from customer service managers to ground operation planners, and also explored Flamingo Land to experience one of Yorkshire's top tourist attractions!

GROWING GREEN HORTICULTURE EVENT

As part of National Careers Week our Horticulture department hosted a 'Growing Green' event where students and visitors could speak directly with employers from the industry and listen to careers talks and panel discussions so that they could find out information about developing a green career. Employers and companies taking part included the Chartered Institute of Horticulture and local organisations including Bradford Museums.



HIRST WOOD COLLABORATION

We love it when different departments work together!

Our Supported Interns, Horticulture students and Bradford Works collaborated to create some letters from upcycled sustainable materials. They were designed to represent the Hirst Wood Regeneration Group, which is a community garden within Hirst Wood that is run by volunteers.

FIRST GIVE PRESENTATION AND AWARDS

Students from Shipley College and Craven College spent several weeks working with local charities - finding out how they operate, coming up with ways to promote them, and raising funds. The students took to the stage to deliver presentations about their campaigns, in a bid to win £1,000 for their chosen charity. Charities featured included The Cellar Trust, Staying Put and Food Cycle.

The winning presentation was by Shipley College Health & Social Care students, for Cancer Support Yorkshire. The students impressed judges with their use of TikTok videos showcasing fundraising ventures. The judges also praised presentations on Men's Shed and Pendleside Hospice.



GREEN GOWN AWARDS - WINNERS!

The Green Gown Awards UK & Ireland recognise the exceptional sustainability initiatives being undertaken by universities and colleges across the UK.

Shipley were the first college in the world to sign up to the SDG Accord (Sustainable Development Goals) worldwide and have been providing technical guidance and mentorship and sharing best practices with seven other colleges around the West Yorkshire region. We were nominated in the 'Creating Impact' category, which we won at the final awards show in November 2023!

Shipley College is one of the smallest general FE colleges in the UK. Winning this award has recognised the fact that a great impact can be made by collaboration and sharing best practice.

CARE DYNAMICS VIDEO PROJECT

Level 3 Creative Media students gained valuable real-life experience working with Care Dynamics, a local care organisation, on a professional brief set by the employer - expertly creating three videos that will now be used for marketing, inductions and staff training.

Carlo from Care Dynamics said, "The videos met our key objectives and so much more. The films tell a story in the eyes of our colleagues and the customers we support, as well as capturing our ethos and values. You also managed to cleverly integrate an emotional connection for our target audiences, which is not easy to do."



DOFE ASDA VISIT

Representatives from the ASDA Foundation and the Duke of Edinburgh award visited the college to find out more about the work we do with our students to explore the work we're doing with our students. The ASDA Foundation helps support disadvantaged groups to take part in the award and as an outstanding provider they requested to explore our offering and see first-hand how their support enables more of our students to participate in the award. They listened to a talk from our Principal, Diana Bird, saw some of the activities the students were involved in, and met current and former students who have completed their DofE with us.



HOLOCAUST MEMORIAL DAY TALK

Dr Alexander von Lunen came to talk to our students for Holocaust Memorial Day. Alex, senior lecturer and course leader for the Masters degree in Holocaust and Genocide studies at the University of Huddersfield, explained the history of the Holocaust and the importance of commemorating Holocaust Memorial Day.

It was a very interesting talk watched by students across the college both in person and online, and we really appreciate him taking the time to visit and teach us about such an important subject.

T LEVEL WEBSITE DESIGN

Nicola Shaw, of Nicola Shaw Therapies, came into college to judge a competition where our Digital T level Production, Design and Development students each designed and built a website for her.

Congratulations to Tobey who won and will be developing the site further for Nicole! Mohammed came in second place and Sami was awarded third.

It was a great experience for our T Level students to work alongside an employer and put their top tech skills into practice!



TEACHING AWARD SUCCESS

Marianne Benson, our GCSE English tutor, won an FE Lecturer of the Year Award at the Pearson National Teaching Awards.

She was recognised for her 'innovative, creative and highly engaging sessions for all her students that ignite a passion for writing.'



INSIGHT INTO APPRENTICESHIPS

APPRENTICESHIP EMPLOYERS

"I was an apprentice at Shipley College over 7 years ago and afterwards managed to secure a position at Bradford District Care Trust, and have now moved on to management role which I would not have been able to achieve without an apprenticeship. Seeing it from the other side and being Mel's manager whilst she completed her apprenticeship has been extremely rewarding personally, especially seeing how she has developed over the last 18 months."

Stuart Scarfe, HR Systems Coordinator, Bradford District Care NHS Foundation Trust

"This is the first time we have had an apprentice in the IT Operations Team and so didn't know quite what to expect, but having an apprentice has brought fresh talent and energy to our group. They are eager to learn and contribute to school. Having an apprentice has been a cost-effective way to build our team; assisting with tasks such as software updates, system maintenance, and troubleshooting, and allows us to free up senior staff to focus on more complex projects."

Graham Rogers, Titus Salt School



AN INSIGHT FROM SOME OF OUR APPRENTICES

"I decided to do an apprenticeship as I always wanted to work and study at the same time. This has given me a lot of experience and allows me to make a living at such a young age. I have been offered a permanent job at my placement after my apprenticeship has ended."

Suhaana, Childcare apprentice

"I chose my apprenticeship in Horticulture because I like to be outside. I like to do physical work and most of all, enjoy learning new things. I chose to do an apprenticeship rather than A Levels or a BTEC because of the ability to earn while I learn. Once I am qualified, I plan to start a business and venture out on my own!"

Sam, Horticulture apprentice

"I decided to do an apprenticeship instead of a course because I get hands-on experience in the workplace, and I learn a lot from my colleagues in work. I chose Shipley College because it offered multiple tutors. I had a tutor, an assessor and a mentor so I had a big support network which helped me throughout the apprenticeship. I am planning to do an Open University degree in something like social studies or counselling whilst still working so I can keep gaining experience."

Georgia, former Shipley College Childcare apprentice

"The support I have received from the College has really helped me stay on track and helped me work towards completing my course. My tutors have worked with me to help me feel supported in and out of class, and I have gone from not having any full qualifications from school, to starting my degree with the Open University."

Leigh, Adult Social Care apprentice



2022-23

PROJECT NEWS

SUSTAINABILITY

Leaders and managers live and breathe sustainability and are committed to developing positive behaviours that protect our future, our people and our place. In 2017 Shipley College was the first college in the world to sign up to the UN's Sustainable Development Goals (SDG) Accord which was launched by the Environmental Association for Universities and Colleges (EAUC).

The SDG Accord inspires, celebrates and advances the critical role that education has in delivering the goals and the value it brings to governments, businesses and the wider society. The SDG Accord is a commitment that learning institutions are making to one another to do more to deliver the goals, to annually report on each signatory's progress, and to do so in ways which share the learning with each other, both nationally and internationally. The Shipley College SDG Accord report is submitted on an annual basis to the UN SDG reporting team. The latest report can be viewed on the Shipley College sustainability page. SDG case studies are also submitted as part of the reporting process.

The 17 UN SDGs are integral to Shipley College's mission to make a positive difference for the College, inspiring continuous improvement in both educational and operational activities. Leaders and managers have overseen the embedding of the 17 UN SDGs within college and our local community.

The Sustainability Action Plan (SAP) is implemented using the Sustainability Leadership Scorecard (SLS). The SLS scores are uploaded to the EAUC SLS portal on an annual basis (June). Actions for the 16 different areas of the SLS are agreed with the SLS champions and the Sustainability and Facilities Coordinator and are worked on throughout the year. The SLS criteria was updated by the EAUC in Autumn 2022, which has impacted the scores for 2022/23. The 22/23 scores show that we have achieved 66% of our target score. This percentage means we are currently working at a silver award level, despite the updated SLS criteria.

The College has driven its SDG involvement during 2022/23 as part of the West Yorkshire Consortium of Colleges SDG project. As part of this project, Shipley College has been leading on SDG training/mentoring of the nominated SDG champions in colleges across the West Yorkshire Region. The project officially finished in March 2023, but the colleges continue to meet and share best sustainable practices and future projects. Shipley College wanted to highlight the amazing work that continues to be done from the SDG project and have been shortlisted as finalists for the Green Gown Award and AOC Beacon Award in 2023/24. The college continues to be an active member of the EAUC, submitting case studies, blogs and presenting at a range of EAUC events.

SDG training has been provided throughout 2022/23 for all internal staff. Staff are encouraged to attend sustainability/SDG CPD including Education for Sustainable Development and Carbon Literacy sessions. 10 staff members were Carbon Literacy Trained in 2022/23, and these staff made individual and group pledges as part of the course. Some of these pledges included incorporating climate change and carbon literacy into the curriculum. The college aims to train more staff carbon literacy in 2023/24.

Student projects have been completed throughout the year including; community litter picks, Bradford foodbank campaigns, EDI events and the first Shipley College Culture Day. The Youth Social Action Officer and Sustainability and Facilities Coordinator will continue to work together to work on student projects linked to the 17 UN SDGs.



SUSTAINABLE DEVELOPMENT GOALS

YOUTH SOCIAL ACTION

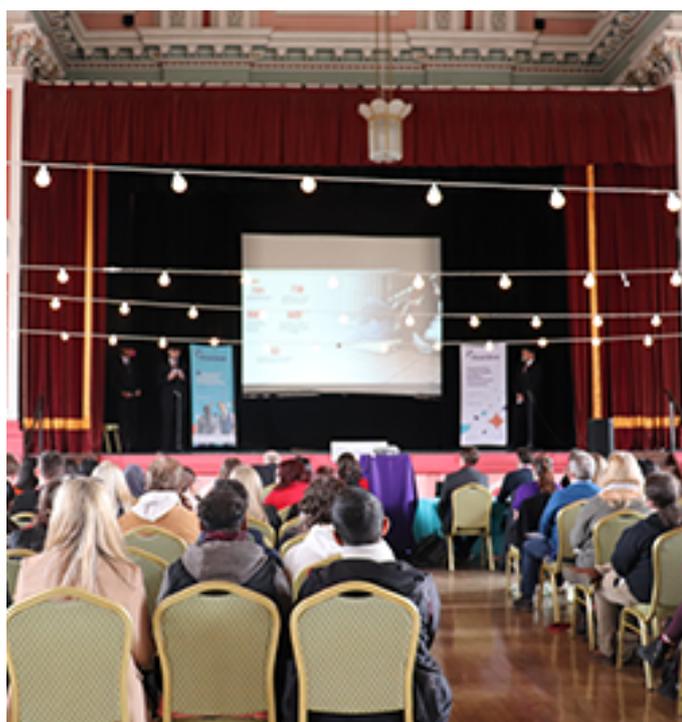
Good for Me, Good for FE

In 2022/23 we continued to support the 'Good for ME, Good for FE' national campaign, which promotes food bank donations and volunteering opportunities to support our local communities. Another key focus was to promote the link between good mental health and well-being through volunteering. The project had a socially impactful benefit to the community with 72kg worth of items donated to Bradford North Food Bank, which helped make a difference to 247 local families. Food bank Bradford North recognised and thanked the College for its contributions. Students across the college are more aware of how many people need to use food banks and the benefit and positive impact these services provide.

Peer Mentors

At the end of the last academic year we trained a group of peer mentors to be ready and available to support new students in September 2022 with adjusting to College life.

We have peer mentor representatives from each sector who hold termly drop-in sessions, for people to come and ask questions and get to know them. The peer mentors want to make sure no one ever feels alone at college so are also planning some events and activities for students to get involved in.



First Give

First Give is a 10-week project where students get the chance to learn about social issues and what local charities are doing to tackle these issues. As a group, they then chose an issue they think affects their local area and a local charity to support. The teams meet staff and volunteers from their chosen charity and carry out a social action activity to raise awareness and money. At the end of the projects, all groups participate in a final. They create presentations of all the work they've done over the course of the project and pitch for £1,000 prize money to a panel of judges that consisted of The Lord Mayor of Bradford, The Chair of Board of Governors, First Give director, Director of Sport at AOC and a Youth Social Action Worker. It is clear when watching the presentations that students have seen how socially impactful activities have a clear intended benefit to a community, cause or social problem, and how important it is to take action for what they care about.

In 22/23 teams from Shipley College competed against teams from Craven College. L3 Health and Social Care students from Shipley won the competition which saw Cancer Support Yorkshire receive £1000 grant alongside £342 that the students raised to continue their work, providing practical and emotional support to individuals and families affected by Cancer.

EDI Summit

The EDI Summit successfully brought together students from Shipley and Craven colleges to share good practices and discuss how they can champion Equality, Diversity, and Inclusion in their establishments. Students discussed the issues that matter to them, such as disability, race, chronic illness, culture, female empowerment, mental health education, culture and celebrations, disability and chronic illnesses and LGBTQIA+ rights and pronouns. Students were encouraged to share experiences and strategies from their own colleges to learn from each other.

Chloe Smith, an Educational Mental Health Practitioner made a keynote speech on her own struggles with mental health and her journey to working within the mental health sector.



Sustainability Sessions

In 2022 all full time students took part in an introduction to sustainability session co-led by the Youth Social Action Apprentice and The Canal & River Trusts Community & Youth Events Coordinator George (Yorkshire & North East). This gave the opportunity for students to have discussions around sustainability, learn what local charities are doing to tackle environmental issues and how they can get involved and take part in socially impactful activities.

The following week, all Level 3 students got to work with George again and go into the local community to complete a litter pick, health walk or canal art walk. These activities were socially impactful as students got the chance to clear their local area from litter and they could see the work they took part in and understand why it is important to get involved. Residents of the local community stopped us multiple times to thank the students, which in turn helped to motivate the students, which helps to tackle negative stereotypes towards young people.

Students throughout all levels also developed ideas for how we can become more sustainable at college. One of the main things discussed was how the use of disposable vapes has increased within the past few years, however people don't know how to dispose of them or know the environmental impact. Students had suggested the use of a vape collection bin, so that college can dispose of them properly, which will also positively impact the local community as hopefully will result in less littering of disposable vapes, which we have now added on campus for 2023/24.

Culture Day

In June 2023 Shipley College celebrated Culture Day in Exhibition Hall. 23 countries were represented and students learnt about language, music and religion, and sampled a wide variety of foods and games. Students celebrated their cultural heritage by coming to College in traditional dress, teaching their friends to dance and to speak in their language. Musicians from different countries demonstrated their skills and students enjoyed an amazing performance by talented drummers. A cheerful day was enjoyed by all!



OTHER PROJECT HIGHLIGHTS

Salt School of Music

Salt School of Music has gone from strength to strength. With Music Technology students performing in a variety of music events including Saltaire Heritage day, Saltaire Festival, Christmas and Summer performances at Caroline street, music on the lawn and students DJing at the staff summer BBQ. It has been an exceptionally busy year for performance!

Employers are at the heart of everything we do. Last year employers who took part in guest speaking opportunities and shaped our music curriculum included Ramin Bostan from Ostereo record company, DJ Melodie Academy, Spirit Studios, John Dey from Bradford College visited the group to provide an overview of the HE programmes available, Alice Gilmour, a voice over artist and sound designer and DJ Brad provided an online workshop to the group to give an insight into working on the radio and QM Records.



Mill School of Art

This year the Art and Design team have had the skills agenda close to everything they do, including working with employers, industry briefs, extended placement opportunities and teaching staff industrial updating. This has ensured the art curriculum is fully robust and leaves students in the best possible position to progress on to high level qualifications including HE, apprenticeships or straight into employment in the arts sector. Throughout the year the art students have been involved in projects including the production of the College student magazine CRAMM, Saltaire Festival and Makers Fair, the end of year art exhibition and the Lantern Parade.

In Leisure, our evening and weekend classes (Saltaire Saturdays) continue to provide opportunities to learn a new skill, make new friends or prepare for a career change - with a large leisure offer including Digital Photography, Ceramics, Sewing, Life Drawing, Jesmonite and Printmaking.

Last year employers who took part in guest speaking opportunities and shaped our curriculum included Cecil Green Arts, Saltaire Inspired, Hallmark Cards, Impressions Gallery, Leeds Art Gallery and Salts Works.

ESOL Projects

We ran two highly successful Better Start-funded ESOL projects this year. ESOL for Pregnancy targeted pregnant women with an ESOL need and aimed to increase their confidence in dealing with pregnancy and birth. ESOL with Infants was a new venture this year and involved short programmes for adults with an ESOL need and their babies/infants. Each week on the course is based around a picture book and activities involve increasing confidence in literacy, storytelling and communication. Both transformational projects achieved 100% pass rates and achieved a 100% satisfaction score from participants.

The College started a new ESOL project this year, the Lottery Community Funded project Bridging the Gap. This project trains up volunteers and then supports them to teach low level ESOL classes across Bradford and Keighley. It aims to plug the provision gap for adults with very low levels of English. This year we trained over 20 new volunteers and ran classes for over 600 ESOL students. This project works incredibly successfully with multiple partners across the city to make real change to those who are involved.

Humankind Charity (formerly) Change, Grow, Live (CGL)

22/23 was a successful year with an achievement rate of 100%. The Preparing to Work in Adult Social Care suite was delivered each term at Level 1 and Level 2. The learners had the opportunity to gain valuable knowledge of specific areas such as Awareness of Autism and the Mental Capacity Act. Students developed employability skills and gained skills and knowledge through completing an accredited course and the Level 2 Customer Service which helped the students to move into employment. The relationship continues to be strong and we will continue to work with the Humankind Charity in 23/24.



Shabana is one of our volunteer tutors working with Bridging the Gap. She completed her training in autumn 2022 and has been volunteering for the project ever since.

She said, "I wanted to volunteer because I have struggled in the past and now is the time to give back. If I can help others learn English like I have, it will make a huge difference in their lives."

SHIPLEY COLLEGE STUDENT TESTIMONIALS

"I really enjoy everything about my course. You're not just learning about the course but about the village as well and its history."

Kaianat, Foundation Learning student

"I want to go to uni to study film production because of this course, and I feel like it has really helped equip me for the next steps."

Shannon, Creative Media student

"The HE to Social Science Team and staff at Shipley College have been incredibly helpful throughout. I have made lots of new friends. All students, particularly mature students, should sign up for a course here because of the encouragement and guidance available."

Iram, Access to Higher Education student

"My tutors have worked with me to help me feel supported in and out of class and I have gone from not having any full qualifications from school, to starting my degree with the Open University."

Leigh, Adult Social Care apprentice

"I really enjoy the course, it's a subject I am passionate about and it's helping prepare me for my next steps."

Aisha, Travel & Tourism student





"My time on my T Level has been one of the most joyous and beneficial experiences I have had. It has opened many doors into different professions ranging from practitioner to teacher to a speech therapist. I was able to solidify my passion to teach through completing two placements and my next step is studying Education Studies and English at Bishop Grosseteste University in the hope to be an English secondary school teacher one day!"

Alanya, T Level student

"By doing different activities, tasks and games, the class learns English at the same time. The students and teachers are all lovely people."

Mohammed, ESOL student

"Through taking part in the training, our team now has more in depth knowledge in terms of providing our guests with exceptional quality service. It has provided team members with the platform to develop new transferable skills whilst enabling cross-functional team development opportunities."

Faye, Group Head of HR & Development, Wentbridge House Hotel

"The best part about the course is that we can run performances and practise in Caroline Street Social Club, it's a really great experience to be able to use an external space away from the classroom!"

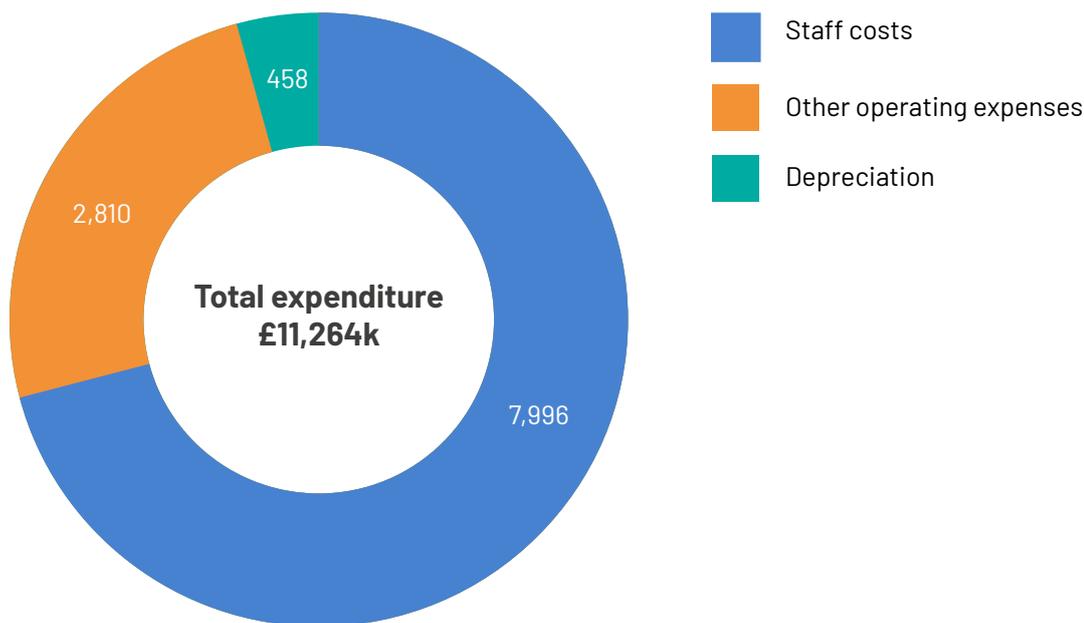
Tarqa, Music Technology student

SHIPLEY COLLEGE

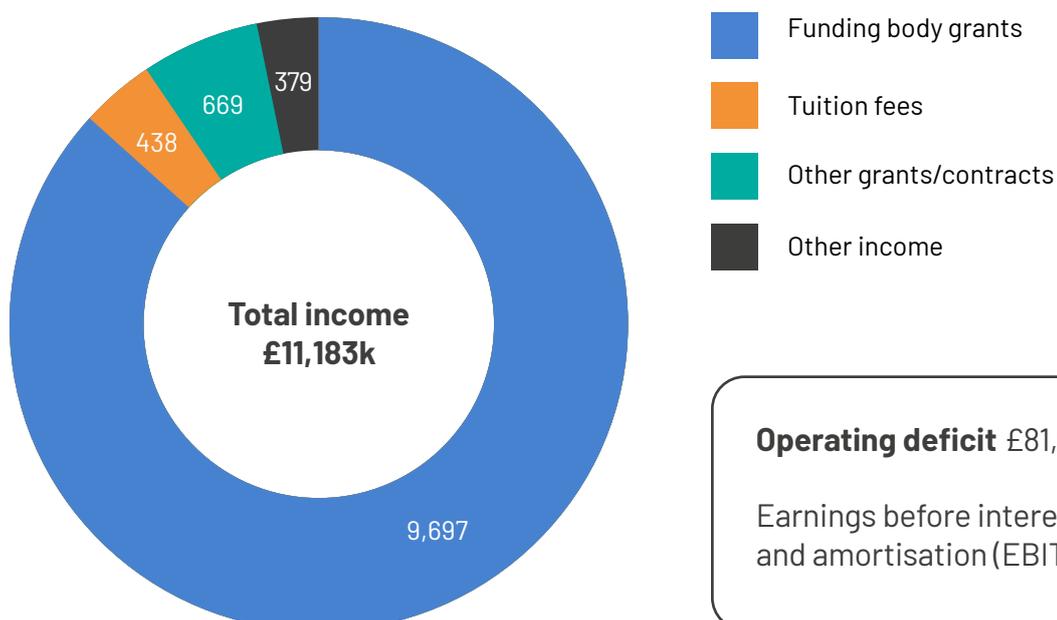
OPERATING INFORMATION

FINANCIAL OPERATING POSITION

College Expenditure £'000



College Income £'000



Operating deficit £81,000

Earnings before interest, tax, depreciation and amortisation (EBITDA) 1%

COLLEGE STATISTICS

84%

of 16-18 year olds achieved their course, and **85%** of students with high needs achieved their course. This is the same achievement rate as last year, which gave us the best 16-18 achievement rate in West Yorkshire

1480

adults studied with Shipley College in 22/23, attained an achievement rate of **81%**

66%

We had **291** apprentices - **66%** of those completed their apprenticeship, against a national average of **49%**

44

students completed their T Levels, with **22** students receiving a place at university, **11** students gaining employment and **6** students in further education

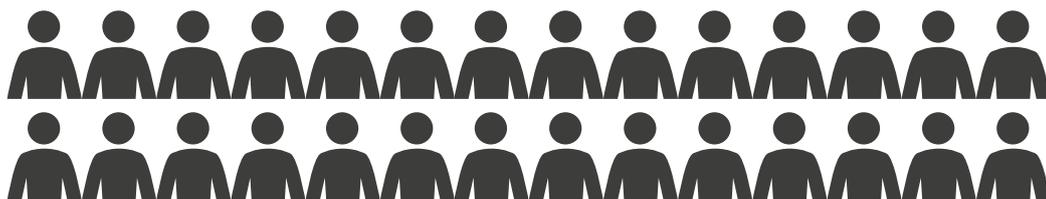
81%

Achievement by adult students on Access to HE programmes was **81%** and **38** students progressed to universities such as:

| | |
|----------------------------|------------------------------------|
| University of York | Nottingham Trent University |
| University of Leeds | Bournemouth University |
| University of Huddersfield | Manchester Metropolitan University |

studying some of the following courses:

| | |
|-------------------|-----------------------------|
| Medical Biology | Social Work |
| Midwifery | Diagnostic Radiography |
| Nursing | Psychology with Criminology |
| Paramedic Science | Primary Education |



As of 31 July 2023 the College employed 323 people which represent 202 full time roles. From this 234 people have a direct teaching role which represents 46 full time teaching roles.

GOVERNORS SERVING ON THE COLLEGE BOARD DURING 2022/2023

| Name | Date of appointment | Term of Office | Status of appointment | Committees serves |
|-----------------|--|-----------------------------|-----------------------------------|---|
| Mr J Egan | Nov 2009 Reappointed Nov 2022 | 3 years | Member | Chair of the Corporation. Member of C&Q, Search, Remuneration |
| Ms D Bird | Sept 2022 | N/A | Principal (Accounting Officer) | Member of F&R, Search, C&Q |
| Mr N S Chohan | July 2009 | N/A Resigned Aug 2022 | Principal (Accounting Officer) | Member of F&R, Search, C&Q |
| Ms Ranjit Arora | Jan 2022 | 4 years | Member | Member of C&Q |
| Ms J Beaumont | Oct 2012 Reappointed Oct 2022 | 3 years | Member | Member of C&Q and Audit |
| Mr D Butcher | Apr 2015 Reappointed Apr 2022 | 4 years | Member | Chair of F&R, member of Search and Remuneration |
| Mr N Hainsworth | Jul 2007 Reappointed Jul 2023 | 3 years | Member | Chair of Audit |
| Mr P Hunter | Dec 2016 Reap- pointed Dec 2023 | 3 years | Member | Chair of C&Q |
| Mr M Hussain | Jan 2021 Reappointed Jan 2023 | 4 years | Member | Member of Audit |
| Ms G Jeffrey | Jan 2021 Reappointed Jan 2023 | 4 years | Member | Member of F&R |
| Miss F Modak | Sept 2021 Resigned Jul 2022 | 2 years | Student Member | |
| Ms C O'Connor | Mar 2020 Reappointed Dec 23 from Mar 2024 | 3 years | Member | Member of C&Q |

| Name | Date of appointment | Term of Office | Status of appointment | Committees serves |
|----------------|--|----------------|-----------------------|---|
| Ms K Robinson | Mar 2020 Reappointed Dec 23 from Mar 2024 | 3 years | Member | Member of C&Q and Search |
| Ms W Rowan | Dec 2015 Reappointed Dec 2020 | 3 years | Staff Member | Member of C&Q and F&R |
| Mrs S Tinsley | Apr 2021 | 4 years | Member | Member of C&Q |
| Mr P Whittle | Apr 2021 | 4 years | Member | Vice Chair of the corporation. Member of F&R |
| Mr S Kundu | Dec 2023 | 1 year | Member | |
| Mr S Ratcliffe | Dec 2023 | 1 year | Student Member | |
| Ms A Faulkner | Dec 2023 | 1 year | Student Member | |

Non Corporation Members co-opted to serve on College committees during 2022/2023

| Name | Date of appointment | Term of Office | Status of appointment | Committees serves |
|-------------|--------------------------------------|----------------|------------------------------|---------------------------------|
| Mr P Webley | Dec 2018 reappointed Dec 2022 | 4 years | Externally Coopted Member | Search Audit Remuneration |
| | July 2019 Reappointed Jul 2022 | 4 years | | |
| | July 2019 Reappointed Jul 2022 | 4 years | | |

Vacancies:

2 external members

Clerk to the Corporation:

Mr J Stott (Resigned August 2022)
Mrs D Carter (From 30th August 2022)

GOVERNANCE UPDATE

CHAIR OF THE CORPORATION

John Egan

John is a semi-retired business owner and IT Consultant with over 50 years of experience in all aspects of the IT industry, having worked with local government, commercial and not-for-profit organisations. Since 1982 he has held more than a dozen directorships.

John first became involved with Shipley College in the early 1990s after taking Software Development students on placement. He was invited to join the college's ICT Employer Advisory Panel in 1993, subsequently becoming a Governor in 2010 and becoming Chair of the Corporation 2021.

SEARCH COMMITTEE

The Search Committee met three times in 2022/23. The Committee considered the 2022 Skills Audit which informs the Recruitment Policy and Practice of the Corporation, deciding to change the document to support the committee going forward. They considered the outcome of the Corporation and Committee Performance Reviews and considered areas to improve performance. They considered a review of the Code of Good Governance for English Colleges and reviewed the 2022/23 individual member attendance report, training and development undertaken, updated the Committee's Terms of Reference and recommended the reappointment of members whose term of office was due to expire during the 2022/23 academic year. The Committee considered the composition of the Corporation in terms of experience, skills, ethnicity, gender, and age group. The members reaffirmed that the diversity of the Corporation in terms of ethnicity, gender, and age group is important and is considered when vacancies are filled. However, this depends on the applications received and meeting the skills and experience required to meet the Corporation's strategic objectives.

EQUALITY, DIVERSITY AND INCLUSION

During 2022/23 the Curriculum & Quality Committee met three times. The members considered the 2021/22 E&D Annual Report covering student and staff data on age, disability, ethnicity and gender. This report is available on the College website. They also considered two HR reports, including a report on gender pay. Outcomes for learners were considered as part of the annual Self Assessment Report. The updated E&D Policy was reviewed and approved.



MEETING THE SKILLS NEEDS OF THE DISTRICT

The 22/23 Theme for the Curriculum & Quality Committee was 'Meeting the skills needs of the district' this was discussed at all three meetings over the year with updates on the work the college was doing to work in collaboration with local employers, a key focus was getting students out into work placements to enable them to put classroom learning into practice.. Members heard about the employer set briefs, employer masterclasses, co-creation of course programmes and staff returning to industry to upskill.

SAFEGUARDING

The Ofsted inspection in January 2020 reported that the arrangements for safeguarding are effective. Governors, leaders and managers place a high importance on keeping learners and apprentices safe. Those responsible for safeguarding are suitably trained. They deal with safeguarding disclosures and concerns swiftly and effectively. Leaders responsible for staff recruitment have ensured that managers follow effective safe recruitment guidelines. Pre-employment checks are thorough, and take place before new employees start working at the college. The PREVENT Duty Risk Assessment and Action Plan is in place to stop people becoming drawn into, promoting or supporting terrorism.

The Safeguarding Link Governor is an integral part of the Safeguarding Management Group. All governors are provided with key updates and complete mandatory safeguarding, PREVENT and ACT training. Governors approve the Annual Safeguarding Report, which provides information on student referrals, positive learner behaviour, College security, online safety, safe procedure on contractors and subcontractors on premises, safety of learners on work experience and reporting of staff mandatory safeguarding training.

Following the Ofsted review into Sexual abuse in schools and colleges, staff, governors and students at the college have undertaken training to develop a whole organisation approach to creating a culture in which everyone knows that sexual harassment and violence is not tolerated, students and staff feel safe and the take swift and decisive actions as issues arise.

COMPLIANCE

The College endeavours to conduct its business:

i. in accordance with the seven principles identified by the Committee on Standards in

Public Life (selflessness, integrity, objectivity, accountability, openness, honesty and leadership);

ii. in full accordance with the guidance to colleges from the Association of Colleges in the Code of Good Governance for English Colleges ("the Code");

In the opinion of the Governors, the College is working towards compliance with all the provisions of the Code. The Governing Body recognises that, as a body entrusted with both public and private funds, it has a particular duty to observe the highest standards of corporate governance at all times. In carrying out its responsibilities, it takes full account of The Code of Good Governance for English Colleges issued by the Association of Colleges in March 2015, which it formally adopted on 14 July 2015.

The Clerk ensures compliance with all applicable procedures and regulations and maintains a register of financial and personal interests of the members of the Corporation.





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