

The cover features a dark blue curved shape on the left side. The background is composed of several overlapping geometric shapes: a yellow triangle at the top left, a grey triangle at the top right, and a large yellow circle on the right side. The text 'ANNUAL REPORT' is in white, and '2023-24' is in yellow.

ANNUAL REPORT

2023-24

Bradford College

Contents

- 03 Welcome
- 04 To be a truly inclusive College
- 08 A curriculum that meets the needs of learners, stakeholders and the community
- 10 Delivering an outstanding student experience
- 14 Bradford College is an employer of choice
- 15 We continue to maintain a sustainable College
- 17 To grow the College’s income through student recruitment
- 18 The future...

We are a community College for Bradford Metropolitan District, which is:

4th Youngest City in England
26.3% of the population is under 18

Over 120 languages are spoken in Bradford

5th Largest Local Authority in England

Population 546,000
of which 81.3% was born in the UK

Welcome

Bradford College is a truly inclusive, outstanding College Every day I see things that are just exceptional, we’re a catalyst for social change.

In 2023-24 this became the focus of everything we did for the people of our community.

Proudly rooted in the heart of our city, we are the sector’s first College of Sanctuary and a place of belonging for our diverse student and staff community. We are passionate advocates for Bradford, its people and many cultures.

As a key advocate for social mobility and social justice within the city, we are fiercely ambitious for all our learners.

Fierce ambition leads to high expectations, we support those with previously poor educational experiences to be resilient in the face of new challenges and stretch and challenge every learner to realise their true potential.

We are united behind the College’s mission of ‘Working Together to Transform Lives’ to make genuine impact, which you will see in this annual review.

Chris Webb
Principal & CEO

Bradford College is a diverse, positive and cohesive community reflective of the predominantly urban community

67%	64%	62%
of learners are from IMD Q1	from a Black, Asian or Minority Ethnic background	have a disability



To be a truly inclusive College

This is our primary Strategic Objective, led by Muslim Woman of the Year and the FE sector's first Vice Principal for Equality, Diversity & Inclusion (ED&I), Alina Khan.

To become a truly inclusive College, we are focused on these priorities:

1. Create a supportive and inclusive culture
2. Drive and embed engagement in ED&I at all levels within the organisation
3. Deliver curriculums that are inclusive, representative and decolonised
4. Enhance and embed ED&I activity across the College

Inclusive initiatives

In 2023-24, Bradford College advanced its commitment to fostering inclusivity through innovative and impactful initiatives. These included targeted Access and Participation outreach programs, culturally responsive curriculum enhancements, and campus-wide campaigns to create an environment where every individual feels valued and supported.

Diversity in our workforce

We continue to prioritise diverse representation across all areas of the College. This year saw the implementation of positive action recruitment strategies in under-represented areas, as well as the integration of robust reporting mechanisms for our Ethnicity Pay Gap data. These steps reflect our commitment to transparency and progress toward a more equitable workforce.

Developing cultural capital for our learners

Guided by student feedback, we revitalised our Personal Development and Enrichment program to better align with learners' needs. The enhancements resulted in an impressive 5368 learners engaging in individual interactions with personal development and enrichment activities during the year. These opportunities enriched students' experiences and expanded their cultural horizons.

A curriculum that meets diverse needs

Our ongoing 4-year curriculum strategy remains focused on addressing the needs of learners, employers, and the community. By offering clear progression pathways, embedding English and Maths contextually, and fostering essential non-perishable skills, our curriculum is co-designed with employers to ensure relevance and impact for all stakeholders.

The College's focus on building a cohesive student community extends to the planning and delivery of large celebratory events including: the Annual Freshers Fayre, Youth Work Week, Culture Day and the Eid Party, International Women's Day, WOW Mentoring and the Student Union Iftar.

During the month of Ramadan, to ensure that students who were fasting received their meal allocation, supermarket vouchers were distributed to students in place of their free meal allowance.

Enrichment workshops are planned to respond to the needs of students and wider socio-political environment.

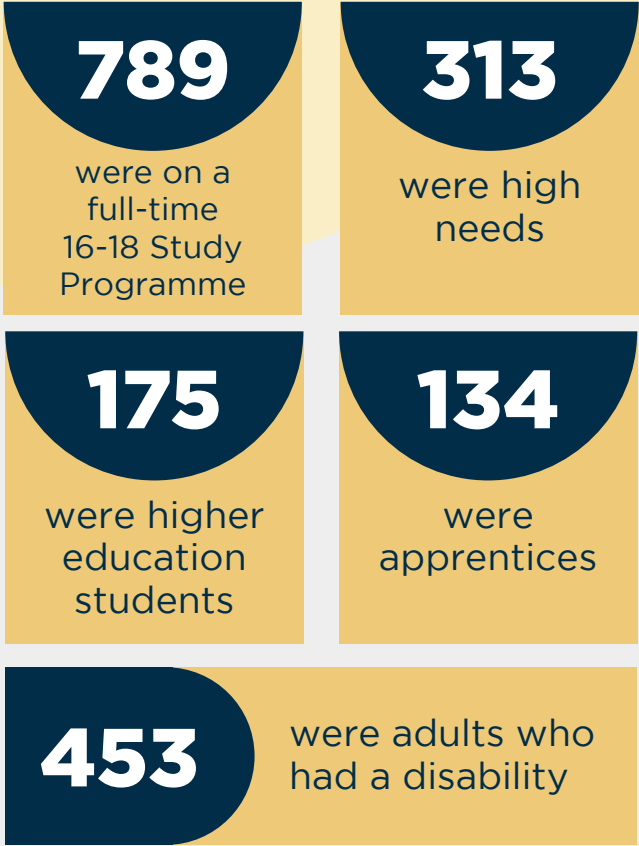
For example, guest speakers and external organisations such as Red Flag, Stop Transphobia, Chance to Change and Minus Violence have delivered workshops to a wide range of students.

Students led on several social action projects; fundraising for local charities and international causes, collecting donations for Bradford Central Foodbank and volunteering with the Local Council in community clean ups, as well as many other development opportunities.



SEND summary

In **2023-24** a total of **1,992** students had a declared disability. Of those;



Students with high needs had an **86.9% achievement** (+3.9% on last year)

- ▶ **13%** of Further Education students consider themselves to have a disability, which is 2% higher than the national average.
- ▶ The largest areas of need are ADHD and dyslexia, both at **31%**.
- ▶ **2.7%** of learners declared autistic spectrum disorder (ASD), which is considerably higher than the national incidence.
- ▶ **7%** of HE learners declared dyslexia, **25%** mental ill health and **2.5%** ASD.

100%
of learners with high needs and declared disabilities agreed that they are aware of accessible facilities

98%
agree that they feel safe in College (against an overall 93%)

98%
agree that they know who their dedicated support contact is in the Disability Services Team



A curriculum that meets the needs of learners, stakeholders and the community



We have developed strong links with employers to support a detailed understanding of the local, regional and national skills needs which informs our curriculum design, across further education, higher education and apprenticeships. Employers' participation in curriculum design and delivery is strong and we foster a strong culture of active employer engagement within the learning environments across our estate.

We pride ourselves in an active dialogue with employers and stakeholders through regular conversations and events, which has informed demonstrable and meaningful change in our curriculum design and delivery. Our students engage with businesses through experience of work, work experience and industry placements as well as a range of apprenticeships. Work Experience is outstanding with 89% of Level 2 and Level 3 learners having a meaningful engagement with employers through employer visits, employer led presentations specific to curriculum, employer set projects and the completion of industry placements.



Industry placements

Automotive halfords	Business PROSPECT CHANGE	Applied Science NHS	Arts & Creative Industries BBC
Construction Trades BOND BRYAN	Dentistry NORDEC	Catering and Hospitality mylahore BRITISH ASIAN KITCHEN	Computing & Digital CISCO
Engineering BOND BRYAN	ESOL RSC ROYAL SHAKESPEARE COMPANY	Early Years & Childcare Kids Planet	Education & Teaching Leeds Trinity University
Health and Social Care NHS	Ophthalmics Specsavers	Foundation Learning Prince's Trust	Hair, Beauty & Barbering NEAL WOLF
Sports Barnsley FC	Travel & Tourism Jet2.com	Pharmacy NHS	Professional Cookery mylahore BRITISH ASIAN KITCHEN
		Uniformed Public Services BLS BLUE LIGHT SERVICES	We have partnerships with many more businesses.

Delivering an outstanding student experience

We support all of our students to work towards and achieve ambitious goals. With a focus on delivering inspiring innovative and adaptive learning and teaching we create an inclusive and purposeful learning environment.

This fierce ambition for our learners is evidenced in some fantastic outcomes in 2023-24:

Outstanding achievement rates for our young people reflects the College's relentless approach to addressing barriers to education and supporting positive progression.

16-18 achievement
is now at **85.1%**
2.2% above NR

Within this,

Level 1 89.6% 1.6% above NR

Level 2 81.4% 2.4% above NR

Level 3 85.2% 2.8% above NR

Completing a **5-year**
positive trend.

The Students' Union trained 368 course representatives, who engaged in a wide range of activities and forums throughout the year to provide feedback about their programme of study and student experience.

Of the students who completed in 22/23 and responded to our destination survey,
89% positively progressed
to sustained further study or employment (6.4% above NR)

English & maths

Almost three quarters of young people join the College needing to re-sit either or both **English & maths GCSEs**

- ▶ Young people are supported to re-engage with and positively progress in Maths and English: progress measures are consistently positive, at: **0.21** in English and **0.07** in Maths for 2023-24.
- ▶ The percentage of students requiring English and/or Maths as part of their study programme continues to grow:
- ▶ **44% of students** did not have a Grade 4 in Maths & English as they entered the College, compared to **26% across all general Further Education Colleges.**



Inclusive curriculum

An inclusive curriculum meets the needs of all learners and exists alongside effective student support that ensures disadvantaged groups make good progress:

- ▶ Learners with access to **Free College Meals (FCM)** perform better than their peers by 2.5%.
- ▶ Learners with a disability perform within a tolerance of **1% of their peers.**
- ▶ Learners from a black or minority ethnic background perform **2% points above their white peers.**

Adult learning

An outstanding adult and community offer is clear and purposeful in its intent; with social justice at its heart – the curriculum has been designed to engage the hardest to reach across the Bradford district in English, maths and digital skills.

Innovative intergenerational learning programmes within the community supports confidence and the acquisition of language and functional skills.

The College's ESOL provision remains outstanding. Young people learn language skills in a community that enables a sense of belonging and purpose; one that supports them to find their voice and aspiration.

A flagship programme of activity with the RSC supports this clear intent: with the utilisation of creativity and performance to foster belonging, confidence and pride.



Apprenticeships

The College's apprenticeship offer is truly inclusive

- ▶ **99% of apprentices** state that they are treated with dignity and respect (+8% against national benchmark).
- ▶ Overall apprenticeship achievement rates **are outstanding at 70.1%** (+5.1% on 2022-23): 12.3% above NR.
- ▶ Within this cohort, black and minority ethnic apprentices **achieve at 72.2%**, 14.4% above the NR.
- ▶ The College's proportion of BAME apprentices, at **26.2% and against a national rate of 14.5%**, is further evidence of its success in creating an inclusive learning environment.



Destinations

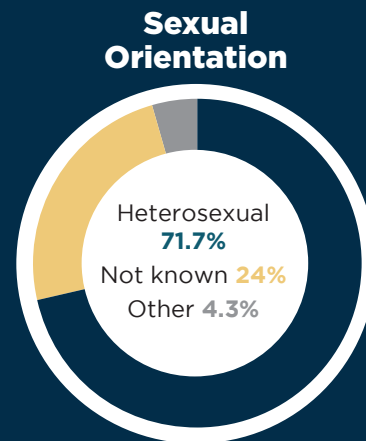
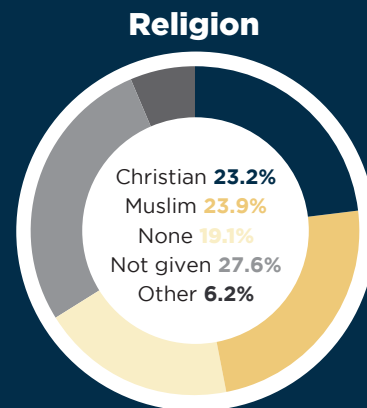
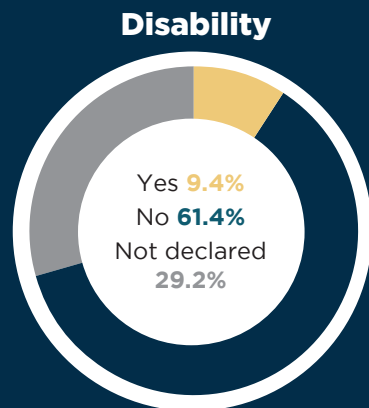
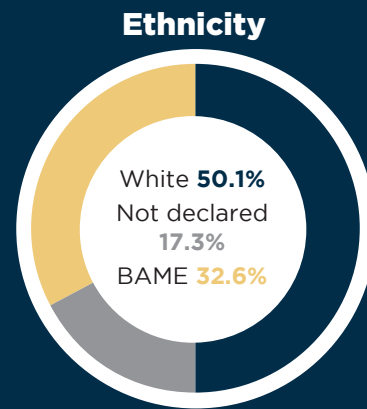
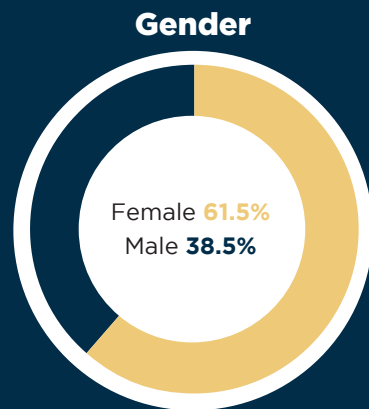
- ▶ Of the students who completed in 2022-23 and responded to our destination survey, **89% positively progressed to sustained further study or employment** (6.4% above NR).
- ▶ **75% of L3 students who had considered higher study as a destination**, progressed to University in 2023-24, a 5% rise on the previous year.
- ▶ In addition, adult learner progression to further education, higher education or sustained employment **exceeds College target at 77%** (against a target of 44%).



Bradford College is an employer of choice

In 2023-24 our workforce grew to more than 1,000 full and part-time employees. The staff engagement rate saw its highest ever response at 90%, staff absence was at 2% and our time to hire average was at a high performing 36 days against target of 64 days, a stand-out statistic for the sector.

Our staff cohort consists of:



We continue to maintain a sustainable College

Our high-level Estates Strategy is to reduce satellite campus sites (Little Germany home of Apprenticeships, Bowling back lane, which houses Motor vehicle provision) through better utilisation of the city centre campus and the redevelopment of the empty buildings the College owns (Junction Mills and Garden Mills).

In 2023-24 the College saw a large capital change project gain momentum:

- ▶ T Levels Wave 5 Capital Building and Equipment works – Budget £3.2M to renovate real world teaching environments in nails, hair, beauty, barbering, food service and creative content production.
- ▶ Demolition of the old Junction Mills building to create a new state-of-the-art Future Technology Centre – Budget £17.2M with a completion date of May 2026.
- ▶ We completed the £6.9M renovation of the 5 storey Garden Mills building, that will be the heart of our STEM higher technical qualifications portfolio.
- ▶ We were also successful in achieving an Energy Efficiency Grant of £356k that will help us renew older heating systems across the estate.



Statement of comprehensive income

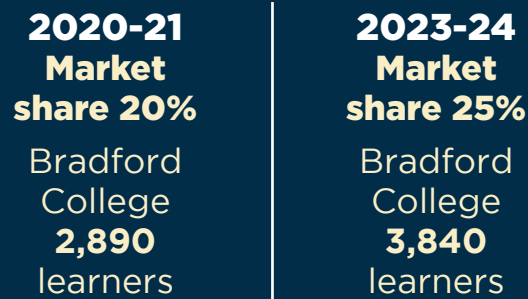
for the year to 31 July 2024

	Note	2024 £000	2023 £000
INCOME			
Funding body grants	2	46,918	40,098
Tuition fees and education contracts	3	10,446	10,184
Other grants and contracts	4	1,447	1,410
Other income	5	1,162	723
Investment income	6	1,449	93
Donations	7	-	-
Total income		61,422	52,508
EXPENDITURE			
Staff costs	8	35,969	31,836
Restructuring costs	8	299	383
Other operating expenses	9	18,592	16,778
Depreciation	12	3,662	3,127
Interest and other finance costs	10	903	882
Total expenditure		59,425	53,006
Surplus/(deficit) before other gains and losses		1,997	(498)
Profit on disposal of tangible fixed assets	12	0	230
Surplus/(deficit) before tax		1,997	(268)

To grow the College’s income through student recruitment

To grow the College’s income through student recruitment

In 2023-24 Bradford College saw substantial growth for its core 16-19 study programme. This was a 3-year trend post Covid-Pandemic and puts the College as the largest provider of 16-19 funded learning in Bradford District.



This was on top of a **population growth in this age range of**



Adult learning

The College has seen significant learner numbers rising in: ESOL, Preparation for Life and Work, and Basic Skills maths between 2020-21 and 2023-24 and remains the **largest provider of adult learning in the District.**

Apprenticeships

In **2023-24 56%** of Bradford College apprentices lived in the West Yorkshire LSIP region, the College was the **6th largest provider in West Yorkshire** and named **Provider of the Year** in the West Yorkshire Apprenticeship Awards.

Higher Education

2023-24 was the first year of our strategic transition of our curriculum offer from academic honours degrees to more applied higher technical qualifications. Our School of Education received **Ofsted Good assessment across all 3 phases of teacher education**, and we launched our first wave of HN flex modularized programmes on a full cost recovery employer responsive programme in Engineering.



The future...

We continue the investment into developing our estate into a sustainable future focused and sector relevant campus.

Ground has broken on the building of a new Future Technologies Centre for engineering and motor vehicle studies that will open in 2026 and we have recently opened a refurbished five storey Mill building to house our higher education STEM curriculum.

Our drive for more green efficiencies will see us connect to the Bradford Energy Network in 2025 and continue to develop green skills across our provision.

And let's not forget, we are the UK's City of Culture 2025 and proud to support this incredible opportunity for our district.



BRADFORD 2025
UK City of Culture

Images credited to Bond Bryan Architects.



Bradford College



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www.bradfordcollege.ac.uk



Teaching
Excellence
Framework