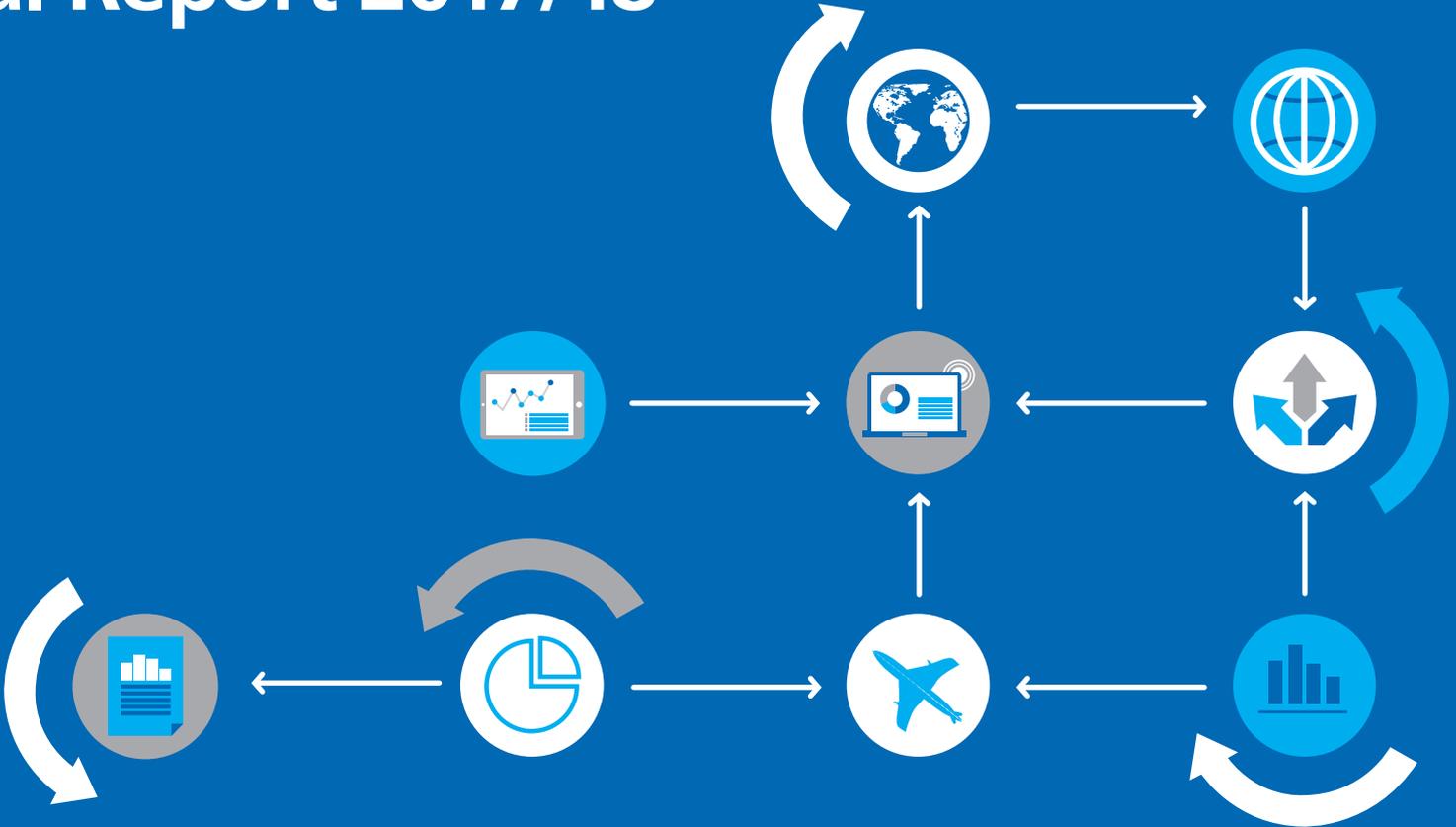


# Burton and South Derbyshire College Annual Report 2017/18



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## Welcome to our Annual Report for the academic year 2017/18

Thank you for your interest in Burton and South Derbyshire College. 2017/18 has seen the College continuing to move forward in the environment of an ever-changing FE landscape.

The College is committed to stretching and challenging every single learner to ensure they achieve their very best. This year, our learners have achieved a range of success, including Moh Akram, one of our customer service apprentices being made a finalist in the Asian Apprenticeship Awards.

I am delighted to report that the College was welcomed as a member of The Chartered Institution for Further Education (CIFE) in March during an official ceremony at Apothecaries Hall in London. The Chartered Institution is designed to appraise, recognise and celebrate high achievement in the further education and skills sector. We're excited to be coming together with the best training providers across the sector to collectively promote, recognise and celebrate professionalism and success.

The College also saw the renaming of our construction campus in July to the Stephen Burke Construction Academy, in partnership with St. Modwen Homes. The late Stephen Burke was Construction Director for St. Modwen, an ambassador for the construction industry and was passionate about the important role that skills play in ensuring the sector is sustainable, both now and in the future. The renaming of the campus ensures that the College builds upon Stephen's legacy and signifies the ethos of the College's employer partnership with St. Modwen.

BSDC is rooted in the local community but also undertakes a focused programme of international work, including both domestic and overseas

projects with partners in India, Korea, China, Malaysia, Thailand, USA and Japan. BSDC jointly leads one of the first female vocational colleges in Saudi Arabia which is one of the best performing colleges in the whole of the Kingdom. The institution is operationally independent, with its UK founders providing strategic direction and governance, and generates a financial return on investment back to BSDC.

Finally, I am proud to announce that BSDC has been named one of the top higher education providers across the country for student satisfaction in the National Student Survey, achieving a 95% satisfaction rate for 2017/18. We are delighted that our students enjoy their learning experience here and that we have been recognised for student satisfaction on a national level. Not only do we provide high quality technical and professional qualifications, we also shape our curriculum in line with industry demands to ensure students gain the skills they need to stand out in a competitive jobs market.

This annual report will give you an insight into the College's strategic and financial position, including the benefit that the College brings to learners, society, taxpayers and the business community. Moving forward, we will remain committed to providing our learners with an innovative and engaging learning journey and delivering a vibrant and outstanding college - a college that our communities, staff and stakeholders truly deserve and are incredibly proud of.

Dawn Ward CBE, Chief Executive and Principal

# Strategic Framework and Priorities

**VISION STATEMENT** (our aspiration)

**Vibrant and outstanding – A dynamic global college**

**MISSION STATEMENT** (what we will deliver)

**Inspiring and motivating all to achieve their maximum potential**

**STRATEGIC OBJECTIVE** (what we will achieve)

**Creating the skills of tomorrow**

## CRITICAL SUCCESS FACTORS (key target metrics)

Element of Plan	Cost to Serve	Our People	Achieving Vibrant & Outstanding	Responsiveness to Market
Growth in Apprenticeships	Invest to meet growth industry need	Develop the skills of our people to meet this growth	Deliver high levels of timely achievement	Be highly responsive to employer need
Higher Level Technical and Professional Curriculum				
Employability	Continue to develop our Employment Hub	Ensure employability is enshrined in our recruitment and employee development strategies	Continue to deliver upon our Skills Promise	Ensure employability develops in line with employer expectations
Globalisation	Invest in international market opportunities that will bring an enhanced return	Develop our people's understanding of a global world	Embed a globalised understanding for all learners	Respond to take advantage of international opportunities

## CORE VALUES (the values and behaviours we have adopted to achieve the above)

### VALUE 1

#### THE CUSTOMER IS OUR FOCUS

We place our customers at the heart of everything we do

##### Learners will

- ▶ Support each other
- ▶ Feel proud to be a Burton and South Derbyshire College learner
- ▶ Work hard and take responsibility for their own learning journey

##### Staff will

- ▶ Recognise and reward good performance
- ▶ Support colleagues in their efforts to focus on the learner
- ▶ Offer consistent support, ensuring high standards are maintained across all departments

##### Leaders will

- ▶ Acknowledge and reward good performance
- ▶ Establish and communicate standards and expectations
- ▶ Strive to create a safe environment, where everyone is treated fairly

### VALUE 2

#### CONSISTENTLY ACHIEVING

We strive to help everyone to achieve their maximum potential

##### Learners will

- ▶ Feel valued and supported by staff and peers alike
- ▶ Aim high and strive to do their best
- ▶ Feel able to ask for help and support

##### Staff will

- ▶ Do their utmost to help learners achieve their maximum potential
- ▶ Set good examples, behaving professionally at all times
- ▶ Focus on the individual's needs, giving support and guidance

##### Leaders will

- ▶ Continuously review systems to ensure the best support is in place, allowing everyone to achieve their potential
- ▶ Lead by example, setting high standards
- ▶ Listen to feedback and take appropriate action to meet the changing needs of the College

### VALUE 3

#### VALUED & RESPECTED

Our culture is one where every individual is valued and shown respect

##### Learners will

- ▶ Abide by and endorse college rules
- ▶ Be courteous to others
- ▶ Take care of their environment

##### Staff will

- ▶ Treat learners as individuals, with individual needs
- ▶ Demonstrate good behaviour, being punctual and courteous
- ▶ Be supportive and loyal to colleagues

##### Leaders will

- ▶ Spend time with learners and staff
- ▶ Share information when appropriate, in a timely and consistent manner
- ▶ Encourage transparency, honesty and integrity, leading by example

# Facts and Figures

OUR LEARNERS CAN BENEFIT FROM INTERNATIONAL EXPERIENCES IN **SOUTH KOREA AND JAPAN**

OUR INTERNATIONAL WORK ADDS AN ESTIMATED ADDITIONAL

# £1M

PER YEAR TO THE LOCAL ECONOMY

WE HAVE OVER **40** INTERNATIONAL 'BUDDIES' WHO VOLUNTEER TO SUPPORT OUR INTERNATIONAL LEARNERS

Our **international links** help learners to develop **vital employability skills** for success in the **global workplace**

IN 17/18, **BSDC** BECAME A MEMBER OF THE PRESTIGIOUS CHARTERED INSTITUTION FOR FURTHER EDUCATION (CIFE)



WE ACHIEVED A **95%**

OVERALL SATISFACTION RATE FOR HIGHER EDUCATION IN THE 17/18 NATIONAL STUDENT SURVEY

EACH YEAR, **94%** OF VOCATIONAL CURRICULUM AREAS AND MORE THAN **1100** LEARNERS ARE INVOLVED IN SKILLS COMPETITIONS OR ACTIVITIES



SKILLS COMPETITIONS NOT ONLY **BENEFIT** COMPETITORS, BUT SUPPORTS DEVELOPMENTS IN TEACHING, **LEARNING**, ASSESSMENT AND **STANDARDS**

**87%** OF OUR LEARNERS GO ON TO **SUSTAINED EMPLOYMENT** OR FURTHER TRAINING AFTER SUCCESSFULLY GAINING THEIR QUALIFICATION

OVER **20** COLLEGE *PATRONS AND FELLOWS* USE THEIR INDUSTRY EXPERIENCES TO INSPIRE OUR LEARNERS

WE WERE AWARDED THE **EXCELLENCE IN INTERNATIONAL BUSINESS**

AWARD BY THE GREATER BIRMINGHAM CHAMBERS OF COMMERCE



2017

BSDC WAS IN THE **TOP 25%** OF PROVIDERS NATIONALLY FOR EMPLOYER SATISFACTION

(FE CHOICES 17-18)

WE WERE **THE ONLY UK COLLEGE** TO WIN A **GOLD INTERNATIONAL AWARD** OF EXCELLENCE FOR **HIGHER TECHNICAL SKILLS**



2016

WE HAVE *Excellent* **PROGRESSION & EMPLOYMENT OPPORTUNITIES**

OUR **OUTSTANDING INDUSTRY PARTNERSHIPS** INCLUDE

**TOYOTA**

TOYOTA MOTOR MANUFACTURING (UK) LTD



COLLEGE PARTNER

**SKILLS PROMISE**

OUR SKILLS PROMISE HELPS LEARNERS TO UNDERSTAND THE IMPORTANCE OF DEVELOPING THE SKILLS EMPLOYERS ARE LOOKING FOR!

# CEO and Principal Spend in the 17-18 Academic Year

As a college, we believe in continued transparency and being held to account by the key stakeholders we are here to serve. We have publicised our CEO and Principal's annual spend within this report (as well as continuing to publish our annual financial accounts and demonstrate our impact through our BSDC Public Value Statement).

Our CEO and Principal's role consists of significant domestic and international travel, requires her to manage relationships across a complex network of key stakeholders and influencers and needs her to effectively represent the College locally, regionally, nationally and internationally to ensure that our current and future strategic objectives are met and that we remain agile and responsive to the ever-changing context and horizon within our sector. Our Board's strategy (which our CEO and Principal is accountable to deliver) of income diversification, informed strategic planning and effective stakeholder engagement is paying dividends for BSDC and demonstrating tangible returns to the College community as a whole.



Type of Spend	Examples of Spend	17-18 Spend*
Accommodation	International and UK accommodation for CEO and other members of staff travelling in support of our income diversification strategies (spend on 12 employees including CEO)	£9,791
Travel	Flights, trains, taxis for CEO and other members of staff for international travel to support international income diversification strategies (spend on 9 employees/visitors, including CEO)	£15,077
Continuous Professional Development	CPD for CEO and others to ensure innovation and continued development	£2,432
Equipment	Replacement IT kit such as phone and iPad and other related equipment such as cases, chargers (spend on CEO and 2 other employees)	£2,251
Stakeholder Engagement	Spend relating to meetings with key stakeholders and influencers, including lunch, dinner, sponsorship etc. (engagement with over 40 stakeholders)	£3,256
Subscriptions	TES, Dropbox, Slides.com	£496
Subsistence	Lunch, dinner and refreshments for CEO and other members of staff (over 60 people)	£1,540



**INTERNATIONAL COMMERCIAL ACTIVITY GENERATED £2.2M**

**OF ADDITIONAL (NON-GRANT) REVENUES FOR BSDC, DEMONSTRATING SUCCESS IN OUR STRATEGY OF INCOME DIVERSIFICATION AND PROTECTING JOBS THROUGH CHALLENGING ECONOMIC PERIODS AND SECURING OUR LONGER TERM FINANCIAL HEALTH. IN ADDITION TO THIS, BSDC WAS PAID £60K FROM TWO COMPANIES FOR OUR CEO AND PRINCIPAL'S TIME.**

## EFFECTIVE STAKEHOLDER ENGAGEMENT

**Our college landscape is complex** with numerous stakeholders and influencers including: BSDC patrons, funding agencies, LEPs, local authorities, combined authorities, MPs, competitors, businesses (local, regional and national) and sector related groups and organisations such as the Chartered Institution for Further Education and the Association of Colleges. If we are to **have a voice** and influence within our sector, **it is vital we engage with all of these stakeholders.**

## CPD THAT ENHANCES WHAT WE DO

Investing in our CEO and Principal's continued professional development has seen significant benefits to our college, including advances in technology to support teaching and learning, innovative approaches to strategic planning and opportunities to develop capabilities in new markets.

\*All spend is approved and authorised in accordance with our College's financial regulations and is audited annually by external audit.

# Balance sheet at 31 July 2018

	As at 31 July 2018	As at 31 July 2017
	000's	000's
Property, plant and equipment	21,541	22,138
Investments	1,818	17
Assets held for resale	0	842
<b>Total fixed assets</b>	<b>23,359</b>	<b>22,997</b>

Stock	17	14
Trade and Other Receivables	6,733	2,045
Cash at Bank and in hand	4,617	2,014
<b>Total current assets</b>	<b>11,367</b>	<b>4,073</b>

	As at 31 July 2018	As at 31 July 2017
	000's	000's
<b>Less: Creditors - amounts falling due within one year</b>	<b>(3,478)</b>	<b>(5,448)</b>
<b>Net current assets</b>	<b>(7,889)</b>	<b>(1,375)</b>
<b>Total assets less current liabilities</b>	<b>31,248</b>	<b>21,623</b>

<b>Less: Creditors - amounts falling due after more than one year</b>	<b>(6,416)</b>	<b>(6,620)</b>
<b>Defined Benefit Obligations</b>	<b>(2,715)</b>	<b>(4,578)</b>
<b>Total net assets</b>	<b>22,117</b>	<b>10,425</b>

# 2017/18 Year in review

1: Patron of Sport, Health and Fitness, Jimmy Floyd Hasselbaink visited the College to take part in a fundraiser for the victims of Hurricane Irma.



2: Customer service apprentice, Moh Akram was a finalist in the Asian Apprenticeship Awards.



3, 4: Higher Education students celebrated success on their courses with a Graduation Ceremony at St. George's Park.

5: The College's Public Services Team was presented with the Employer Recognition Scheme Silver Award by the Ministry of Defence.

# 2017/18 Year in review



6: Fashion and textiles students were presented with three state of the art sewing machines by executives from Toyota.

7: Performing Arts students worked with Burton YMCA to create a dance performance piece based on real life stories of rough sleepers, addicts and sofa surfers.

8: Construction students, Jodie Allen and Katarzyna Cifci gained apprenticeship job roles with St. Modwen Homes.

DEC

2018



FEB

MAR



MAR



9: BSDC was welcomed as a member of The Chartered Institution for Further Education (CIFE) during an official ceremony at Apothecaries Hall in London.

10: Celebrity hairdresser, Danny Richardson, renowned for his transformational hair styles on E4's Body Fixers, visited BSDC's Innovations Salon to give an inspirational talk to students.

# 2017/18 Year in review



11: Young entrepreneurs from BSDC used their business acumen to make it through to the final of the National Skills Challenge, held at the Natwest headquarters in London.

12: Performing arts students were given a master class in Latin American dancing when Strictly Come Dancing star, Amy Dowden visited the College to deliver a dance workshop.

13: Engineering student, Thomas Billings, won a guaranteed interview for an apprenticeship with Mercedes-AMG High Performance Powertrains (HPP) after impressing the company with achievements on his course.

2018

APR

MAY



JUNE



JUNE

JULY



14: Creative students collaborated on a brief set by Staffordshire University to create table centrepieces for the 2018 Staffordshire Chambers Business Awards.

15: Level 3 Film and TV student, Jack Hale won the People's Choice Award in the national Marston's Beer Town Film Festival.

16: The Construction Academy was renamed the Stephen Burke Construction Academy, in partnership with St. Modwen, in honour of the late Stephen Burke, who was Construction Director for St. Modwen.



# SKILLS PROMISE

Our Skills Promise is linked to each part of the learner journey and supports learners to develop, recognise and demonstrate the vital wrap around competencies, behaviours, and interpersonal skills that are relevant to any type of employment or industry. This strand of employment preparation runs in parallel with learners' technical and academic studies, and tutors seek to embed and relate activity and learning in the classroom, the workshop, in our commercial settings, in external work experiences or projects and extra-curricular programmes to this pillar of essential transferable skills and behaviours. The Skills Promise is an important way of ensuring that learners identify, understand and articulate the whole package of skills and attributes that they need to develop and are able to demonstrate and evidence them in practice.



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Burton and  
South Derbyshire  
College



Apprenticeships



European Union  
European Investment  
Bank

