



New College Stamford

ACHIEVE EXCELLENCE, BE OUTSTANDING

ANNUAL REPORT

2018 - 2019



WELCOME

Welcome from our Principal and Chief Executive, Janet Meenaghan



I am delighted to share with you our Annual Report 2018/19 which sets out the ongoing success of New College Stamford as a key provider of education

and training within Lincolnshire and its surrounding counties.

This has once again been a year of considerable change, both nationally and locally, but we have maintained our focus on high standards and responsiveness in order to achieve our best ever results and grow and diversify the range of provision we offer to our students and business customers.

In April 2019 the College hosted a team of Ofsted Inspectors as part of a national pilot of the new Education Inspection Framework. The pilot confirmed New College Stamford continues to be a well-managed, high quality provider of further education where students benefit from excellent care and support and a warm and friendly culture. Despite the ongoing real terms cuts to funding, the College has once again posted a healthy surplus and met the threshold for 'outstanding' financial health for the third consecutive year. Our surpluses enable us to invest in buildings and resources to ensure we deliver the best possible learning experience for our students. It also ensures the College remains well-placed to meet future challenges as

the further education sector engages with continuing funding, curriculum and assessment reform.

During the year we were awarded the Stamford and Rutland Mercury prize for Business Innovation and achieved the prestigious Centre of Excellence status for Maths. We launched our new Digital Skills Centre and refurbished classrooms, staffrooms and workshops as well as creating a brand new Electrical Engineering Workshop. Our commercial ventures (MOT Training Centre, Stamford Gas Training and Stamford Fitness) went from strength to strength, broadening our services to employers and members of the local community, and contributing to the bottom line.

The College's reputation for excellence has once again contributed to growth in student numbers across further and higher education as well as apprenticeships. During the year New College Stamford has supported our neighbouring college, Peterborough Regional, sharing staff and resources and helping with the quality improvement agenda and preparations for Inspection. Our partnership has led to formal merger discussions between our two colleges which we hope will culminate in a successful, collaborative and positive merger in 2020.

As our Annual Report shows, New College Stamford is very well placed to meet the challenges ahead. I am proud of our record which is testament to the hard work and commitment of all of our staff and students.

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Janet joined New College Stamford in 2015. Her career in education has spanned more than 30 years, mostly in post-16 further education, with nine years as a university lecturer and two years with the Learning and Skills Council in a strategic regional role. As a teacher and manager she has developed, delivered and managed many different education courses, including degrees and masters programmes, A levels, apprenticeships, NVQs, community learning, vocational skills training, and research projects.

Janet has a particular interest in organisation culture and the role of inspirational leadership in driving positive change. She is a passionate advocate for education and has always valued the breadth of provision offered by FE and the opportunities this provides for learners from all backgrounds.

Janet is a member of the Stamford Chamber of Commerce committee and the Greater Lincolnshire Employment and Skills Board, and is Trustee of the Skills and Education Group and the local #ShopStamford local retailers' group.

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STRATEGIC OBJECTIVES

Our strategic plan is developed in accordance with the following strategic objectives:

1 | High Standards and Aspirations

We will achieve this through:

- Promoting ambition and aspiration
- Empowering individual departments through delegated decision-making and responsibility
- Continual focus on improvement in all aspects of college life
- Meeting the Gatsby Benchmarks and maintaining rigorous student recruitment with impartial information advice and guidance
- Student advocacy and a listening culture
- Excellent standards of support
- A robust Quality Improvement Plan
- Exceptionally high standards of student behaviour
- Promoting inclusion, equality and diversity
- Our Centre for Excellence in Maths
- Our 'Achieve Excellence, Be Outstanding' strategy and 'Route to Excellence'

2 | Grow and Diversify the College

We will achieve this through:

- Strong focus on the needs of employers
- Business development (including apprenticeships and adult loans)
- Maximising the potential of our new Digital Skills Centre
- Ongoing growth in Higher Education
- Pursuing new and commercial opportunities
- Responsiveness to potential merger and partnership opportunities
- Our outward-looking culture

3 | Value our People

We will achieve this through:

- A 'whole college' team ethos which promotes the inclusivity of all staff groups
- Securing high levels of staff morale and a culture of enjoyment and fun
- Celebrating our many successes
- Clear communication and a listening culture
- Recognising and rewarding staff contributions
- Development and training
- Performance management, mentoring and support
- Our commitment to integrity, openness and honesty

4 | Financial Stability & Reinvestment

We will achieve this through:

- Increasing and diversifying sources of income
- Pursuing opportunities for sponsorship
- Robust financial controls and stringent risk management
- Value for money in procurement
- Shared services and collaboration, including potential merger and partnership opportunities
- Capital planning and investment

5 | Secure our Place in Lincolnshire and Our Neighbouring Regions

We will achieve this through:

- Maintaining and improving our positive public profile, both locally and regionally
- Employer engagement and growth in Apprenticeships and Higher Education
- Commitment to quality improvement and our 'Achieve Excellence, Be Outstanding' Strategy
- Collaboration with our local enterprise partnerships and local/combined authorities
- Pursuing strategic partnerships and collaboration

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Our mission is to enable students of all ages to maximise their potential through excellent teaching, learning, training and support.

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OUR VISION & VALUES

OUR VISION

To be the leader in education and training for our region.

OUR MISSION

To enable students of all ages to maximise their potential through excellent teaching, learning, training and support.

OUR VALUES

- R Responsive**
We understand and respond to the changing needs of all of our communities.
- O Optimistic**
We face all challenges and opportunities positively and with confidence.
- U Unified**
We have a whole college approach that is inspirational, supportive, respectful and friendly.
- T Transformational**
We are ambitious, innovative and enterprising.
- E Excellence**
We strive to be excellent in all that we do.

SECURING OUR PLACE

in Lincolnshire and our Neighbouring Regions

‘Secure our place in Lincolnshire and our neighbouring regions’ remains a key strategic aim for New College Stamford. The College, its staff and students play an active role in Stamford, Lincolnshire and our neighbouring areas through a variety of means: we support our local schools, Town and District Councils, local employers and community groups through work experience, volunteering, project work, live briefs, charitable activities and collaboration. The College works closely with its five neighbouring local authorities to plan and provide specialist provision for learners with special education and high needs.

Two Senior Leaders are members of the governing bodies of our local schools. The Principal is a member of the Stamford Chamber of Commerce committee and the Greater Lincolnshire Employment and Skills Board, and a Trustee of the recently created #ShopStamford local retailers’ group. The College works with over 600 local employers to deliver skills training, higher education and apprenticeships and we have expanded our commercial reach through our MOT Training Centre,



MOT Training Centre, New College Stamford

Gas Training Centre, Stamford Fitness and newly established Digital Skills Centre (launched in January 2019).

During 2018/19 New College Stamford was awarded the prestigious Centre for Excellence status for Maths and through this has devised an extensive programme of support, training and sharing of good practice for local and regional education providers. The College is a member of the Peterborough Schools Teaching Alliance and regularly meets with partners to contribute to professional updating and share good practice in teaching, learning and assessment. In 2019 the College was formally approved as the Strategic College Improvement Fund partner of Peterborough Regional College and has shared key staff and resources to support our neighbour’s quality improvement plan. The College contributes to the South Lincolnshire Collaboration Partnership, working closely with Boston and Grantham Colleges to identify opportunities for collaboration and joint projects.

Through reaching out and working positively with the local community, neighbouring schools and colleges, employers, councils and support organisations, the College has built its reputation as an outstanding partner and provider of high quality education and training. As a result New College Stamford is actively securing its place locally and regionally and, as proof of this, 2018/19 saw the College’s third successive year of growth in student numbers across further and higher education, apprenticeships, special education, and commercial training.

“ Digital S

The College works with over 600 local employers to deliver skills training, higher education and apprenticeships and we have expanded our commercial reach through our MOT Training Centre, Gas Training Centre, Stamford Fitness and newly established Digital Skills Centre.

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New College Stamford worked with 220 employers during 2018/19, training over 380 apprentices to support local companies.

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WORKING WITH EMPLOYERS

Thanks to our great partnership with Princebuild and SLTGA our Construction Skills Career Event at New College Stamford was again a great success. With over 600 school pupils attending the two day the support by Princebuild continues to show our long standing and positive relationship.

Director of Curriculum Gary McPartland said ‘we can’t thank Princebuild enough for their continued support in developing the skills of our Construction students. With over 12 full time students having recently experienced work trials and with seven full time apprentices currently employed, our students are continually gaining and developing new skills on site. The recent donation of site materials to the Construction Department also shares our commitment to sustainable materials. We would like to thank Princebuild for their continued support in developing the skills of our future tradesmen and women and welcome their continued support here at New College Stamford’.

New College Stamford worked with 220 employers during 2018/19, training over 380 apprentices to support local companies. Apprentices were trained in Plumbing, Carpentry, Brickwork, Electro-technical, Business Administration Management, Accounting, Professional Cookery, Food and Beverage Service, Hairdressing, Barbering, Motor Vehicle Repair, Motor Cycle Repair, Childcare and Early Years, Health and Social Care and Supporting Teaching and Learning in PE and School Sport.

The college continues to offer the latest Apprenticeship Standards to employers in Construction, Electrical, Plumbing,

Automotive and Hairdressing. With the launch of the college’s Gas Centre, apprentices have been able to access local training to qualify as Gas Engineers. There are further developments planned, which will see new Apprenticeship Standards being offered to employers for Early Years, Teaching Assistant, Business Administrator and Digital Marketer by July 2020. Our engagement with employers is strong, which is reflected in the overall growth in apprenticeship numbers over the last few years.

Working in partnership with Inspire Plus, there has been considerable success for apprentices within schools undertaking the Supporting Teaching and Learning in PE & School Sport Apprenticeship. This provision has grown from 16 apprentices employed in 2017/18 to 70 in 2018/19, with achievement in the first year being exceptionally high at 100%.

New College Stamford works with local healthcare providers including Evergreen Care Trust, Bluebird Care, Atlas Care, Country Court Care and Gosberton House to deliver Health and Social Care qualifications ensuring their staff have all the relevant skills and development required to support the business.



Apprenticeship with Barnsdale Lodge, Oakham

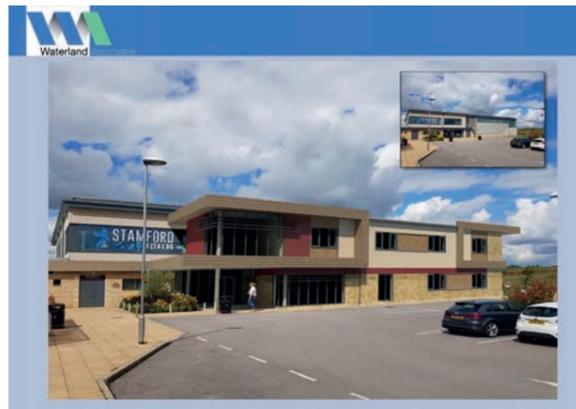
A COLLEGE AT THE HEART OF THE COMMUNITY

As a key strategic aim for New College Stamford, the College has played a vital role in Stamford's community, supporting and enhancing the local town through the sharing of skills and development of partnerships.

Each of the College's thirty plus course areas engage with the local community during projects, live briefs and volunteer work. In addition, over 1,500 students complete work experience in the community every year with apprenticeship numbers continuing to grow as businesses realise the potential to grow their workforce through on-the-job training.

£2.1 Million Investment to Borderville Sports Centre

Exciting plans to build a £2.1m extension to Borderville Sports Centre have been approved by SKDC subject to funding by GLLEP.



Artist's impression of the extension

The refurbishment will extend and upgrade the centre's already impressive facilities, providing six additional classrooms and a fitness studio enabling

the College to deliver higher level, digitally enhanced training in Sports Science, Health and Social Care and Public Services. The plans will allow for an additional ten qualifications to be developed and delivered at the centre by 2021/22, including six university level qualifications and Higher Apprenticeships in Health and Care.

The state-of-the-art facilities and innovative training will support business needs in sport, healthcare and public services and benefit at least 220 employers including Lincolnshire and Cambridgeshire Police Service.

The Borderville expansion project focuses upon skills development across several sectors and enjoys the support of local businesses who will work with the College to develop the curriculum offer and target education and training opportunities to current and emerging organisational needs.

Public Service Students Rejuvenate Little Lane Nursery

As part of their National Citizen Service Programme, Public Services students worked hard to rejuvenate Little Lane Nursery in Stamford. Students helped out with some gardening and even painted their windows and front door to give the nursery a fresh new look.

Thomas Cook Employee Event

After the collapse of travel giant Thomas Cook, which resulted to a loss of 1,000 plus jobs locally, College staff pulled together to show their support with a dedicated careers event for those affected.

Thomas Cook employees have inspired many of our students over the last ten years through work experience, visits, interview preparation and opportunities for Overseas Resort Representative qualifications. Many of the College's Travel and Tourism students have secured careers in the travel industry thanks to the opportunities provided by Thomas Cook.

Employees were invited to take part in a variety of activities including; CV writing, interview techniques, IT skills workshops, and LinkedIn and social media support.

Carpentry Students Donate Poppies to Malcolm Sargent Primary School

Carpentry students donated a selection of poppy - and heart - shaped wooden cut outs to Malcolm Sargent Primary School children in Stamford. The pupils at Malcolm Sargent then painted the poppies in an array of different colours and thought of different phrases to write on them before displaying them in their Remembrance Garden.

A Level Students Take on Plastic

During their Social Action Project, A Level students showed their commitment to tackling plastic pollution with a grand scale litter pick at Skegness beach.



The project enabled them to develop team building, presentation and project management skills as well as kick-starting a review of College policies on sustainability and practical community work. Students had to propose their ideas to cut down on their plastic use, both in College and at home, during an 'Apprentice' style presentation.

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Governors have a clear understanding of the College's performance; they use this very well when challenging leaders and managers to improve the quality of teaching, learning and assessment.

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GOVERNORS' UPDATE

Governors' update from our Chair of Corporation, Allison Sunley



Corporation membership has been revitalised over the last four years and the College benefits from a strong Board whose members have extensive experience in

commercial business, education and curriculum leadership, law, finance and audit.

The Board and its subcommittees provide vital support and challenge to the Senior Leadership Team. Governors develop and embed their understanding of further education and the operation of the College through a formal Governor Link Scheme. The latest Ofsted report (2017) notes: "Governors have a clear understanding of the college's performance; they use this very well when challenging leaders and managers to improve the quality of teaching, learning and assessment". Ofsted Inspectors further confirmed strong, challenging and effective governance through a pilot inspection in April 2019.

Each year the Board formally assesses the New College Stamford governance framework against the English Colleges Code of Good Governance and achieves a consistently high level of performance against the Code. An annual action plan ensures areas for improvement are identified and actioned. An independent clerking service further supports this effective model of governance and ensures that Board members act as critical friends, achieve an appropriate

balance of support and challenge, and operate to the highest standards of probity and integrity.

Governors are supported in their personal development through a formal induction programme, a dedicated training and development budget, and an annual appraisal process led by the Chair of Governors. The College has an annual schedule of Governor Development events, including a whole day event mid-year to forensically investigate an area of interest (recent examples include the IT infrastructure and e-learning, and the merger process). A Strategic Planning event is held annually in Spring when governors review the organisation's vision, mission and values and update the Strategic Plan.

VISION: To be the leader in education and training for our region.

MISSION: To enable students of all ages to maximise their potential through excellent teaching, learning, training and support.

OUR CORE VALUES

- R**esponsive: We understand and respond to the changing needs of all of our communities positively and with confidence.
- O**ptimistic: We face all challenges and opportunities positively and with confidence.
- U**nified: We have a whole college approach that is inspirational, supportive, respectful and friendly.
- T**ransformational: We are ambitious, innovative and enterprising.
- E**xcellence: We strive to be excellent in all that we do.

1 High Standards & Aspirations

We will achieve this through:

- Promoting ambition and aspiration
- Empowering individual departments through delegated decision-making and responsibility
- Continual focus on improvement in all aspects of college life
- Supporting student recruitment with impartial information, advice and guidance
- Student advocacy and a listening culture
- Excellence in all that we do
- A robust Quality Improvement Plan
- Excellence in high standards of student behaviour
- Build upon our strengths in promoting inclusion, equality and diversity
- Our 'Achieve Excellence, Be Outstanding' strategy

2 Grow & Diversify the College

We will achieve this through:

- Bring focus on the needs of employers and community
- Business development (including apprenticeships and adult loans)
- Maximising the potential of our new Digital Skills Centre
- Developing growth in Higher Education
- Our role within the Stamford Education Alliance
- Pursuing new and commercial opportunities
- Our outward-looking culture

3 Value Our People

We will achieve this through:

- A 'whole college' team ethos which promotes the inclusivity of all staff groups
- Securing high levels of staff morale and a culture of enjoyment and fun
- Celebrating our many successes
- Clear communication and a listening culture
- Recognising and rewarding staff contributions
- Development and training
- Performance management, mentoring and support
- Our commitment to integrity, openness and honesty

4 Financial Stability & Reinvestment

We will achieve this through:

- Increasing and diversifying sources of income
- Pursuing opportunities for sponsorship
- Robust financial controls and stringent risk management
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- Shared services and collaboration
- Capital planning and investment

5 Secure Our Place in Lincolnshire & Our Neighbouring Regions

We will achieve this through:

- Maintaining and improving our positive public profile, both locally and regionally
- Employer engagement and growth in Apprenticeships and Higher Education
- Commitment to quality improvement and our 'Achieve Excellence, Be Outstanding' Strategy
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- Pursuing strategic partnerships and collaboration

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STUDENT SUCCESS



EDEN LOWETH
Level 3 Extended Diploma

Best British Young Designer & British Fashion Awards Nominee

Since studying the Level 3 Extended Diploma in Fashion and Clothing at New College Stamford, Eden Loweth's name has excelled in the fashion world.

His latest success sees him open British Fashion Week after receiving a nomination alongside partner Tom Barratt for their 'ART SCHOOL' label in the 'British Emerging Talent Menswear' category at the prestigious British Fashion Council 2018 Fashion Awards.

This isn't the first time Eden has been identified in the fashion industry. In 2016 he was labelled one of 'British fashion's brightest talents' by 'The Sunday Times Style Magazine' and was also featured by leading glossy fashion magazine, 'Love', which has featured the likes of Cara Delevingne, Margot Robbie, Georgia May Jagger and Kendall Jenner. In 2014, Eden was also selected to showcase his designs at London's Graduate Fashion Week and received recognition that secured him a 12 month placement with high street fashion giant Warehouse.

Rachael Cooper taught Eden when he studied at New College Stamford, she said, "Eden was a fantastic student and I knew that he always had the capabilities to take him all the way to the very top. The type of work he is creating is so ground-breaking and so unique that it's easy to see why he is receiving all the accolades and opportunities he is."



JOSHUA NICHOLLS
Skills for Work & Living

Work Experience for One Touch Soccer School

Skills for Work and Living student from New College Stamford, Joshua Nicholls completed work experience at One Touch Soccer School where he helped to plan a training session and assisted with the 16+ Academy.

Manager, Glenn Vaughan, gave amazing feedback stating that "It was a pleasure to have him with us and he conducted himself in a great manner."



MARK CRAWFORD
University Centre Stamford

Music Videographer

"I was very lucky to have supportive tutors who encouraged me to really unfold my thoughts and ideas into the music which has helped me get where I am today. In just one year I was able to 'top-up' my HND Music course at university to gain a degree in Music Technology and

Management. I now work in the industry as a Music Videographer"



CHLOE MCCONNELL
Apprenticeships

Hairstylist & 1st Place Winner National AHT Awards

I now have a full-time position as a Hairstylist, and also won a 1st place at the National AHT Awards. My success is down to the opportunities we have to be creative with our hair designs at the Fashion Show and in competitions, as well as being

able to pick up new skills and showcase them to audiences and employers.

KEY PERFORMANCE INDICATORS

100%
PASS RATE

in all of our A Level subjects in 2019

99%
PASS RATE

in GCSE English and GCSE maths

96%
POSITIVE PROGRESSION

into Further/Higher Education, Apprenticeships or Employment

97%
PASS RATE

overall on our vocational programmes

ACHIEVE EXCELLENCE, BE OUTSTANDING

VISION: To be the leader in education and training for our region.
MISSION: To enable students of all ages to maximise their potential through excellent teaching, learning, training and support.

OUR MAJOR GOAL
To be an **“OUTSTANDING”** College in the academic year **2019/2020**

OUR STEPS TO SUCCESS

-  **Recruiting**
Right students, right course
-  **Transition**
Well planned first six weeks
-  **Supporting**
Students to succeed
-  **Teaching**
Outstanding student-centred learning
-  **Progression**
Students are ready for their next step

OUR CORE VALUES Our Route to Excellence

- R**esponsive We understand and respond to the changing needs of all of our communities.
- O**ptimistic We face all challenges and opportunities positively and with confidence.
- U**nified We have a whole college approach that is inspirational, supportive, respectful and friendly.
- T**ransformational We are ambitious, innovative and enterprising.
- E**xcellence We strive to be excellent in all that we do.

OUR TARGETS

- 95%** Pass Rate
- 95%** Attendance
- 95%** Retention

OUR STUDENTS' ATTRIBUTES

- R**espectful
- O**ptimistic
- A**spirational
- R**esilient



DIGITAL SKILLS CENTRE OFFICIAL OPENING

Local employers, councillors and governors joined College staff and students to officially open the College's latest cutting-edge refurbishment, the Digital Skills Centre.

The £1 million state-of-the-art facility was supported by the Greater Lincolnshire Local Enterprise Partnership and Midlands Engine, and is built to replicate a professional, working agency environment, kitted out with the latest smart technology showcasing cyber security, data modelling programming and virtual simulation software.

Minister for Local Growth, Jake Berry, said, "We are committed to boosting economic growth across the whole of the Midlands Engine and building a country that works for everyone."

"As part of a wider £7.3 million investment from the Local Growth Fund in skills in the Greater Lincolnshire

area, the allocation of £439,000 at New College Stamford will help fund the development of the College's computing and network infrastructure. It will support learners to develop much needed digital skills across a range of priority sectors in the Greater Lincolnshire area."

The investment has further secured the College as a key stakeholder in growing and diversifying the skill set of our local and regional employees, including both students entering the workplace, and existing employers keen to upskill and future proof their workforce.

Ursula Lidbetter MBE, Chair of the Greater Lincolnshire LEP, said, "The LEP is delighted to be supporting digital skills development for Greater Lincolnshire. This new centre underpins all of the priorities identified in the Greater Lincolnshire Local Enterprise Partnership's Strategic Economic

Plan, not least because of increasing automation and the endemic use of digital data within all sectors of business."

"The recent refurbishment and upgrade of the college's computer learning facilities will enhance the delivery of digital skills training and education. It will also support the further development of cyber security, mobile technologies, green IT and cloud computing, all of which have been identified by UKCES as drivers for high-level skills needs within the digital sector."

IT and Business students studying at the College have already been lucky enough to access the centre, which opened in September, but the official opening marks the publication of the training opportunities also available to businesses in the form of CISCO, Microsoft and digital apprenticeship courses.

Janet Meenaghan, Principal and CEO at New College Stamford added, "We are delighted to officially open our latest renovation in a long list of developments over the past few years. Amongst them all, the Digital Skills Centre is the best example of our commitment to harness potential and ensure our students, local employers and community are future-proofed to support the ever-growing digital skills sector."

The event was a fantastic opportunity to mark and celebrate the beginning of a new era of learning and teaching for all.



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This year there has been a strong focus on mental health and wellbeing, which was prominent in the Staff Development Week at the end of the academic year in July, which included a very popular ‘Wellbeing Wednesday’, with an emphasis on the 5 ways to wellbeing.

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COMMITTED TO STAFF

We are committed to supporting both teaching and business support staff to up-skill and increase their academic and professional qualifications, which includes our Financial Sponsorship Programme, to encourage staff to undertake relevant under/postgraduate courses and other professional qualifications.

We also recognise and value hard work, commitment and achievement and the College formally rewards long service, but we recognise the need to value employees much earlier than that and have developed a peer recognition programme that links performance to the College’s values.

In addition, Staff Development Days are scheduled throughout the year, which cover a variety of themes and topics to support teaching staff with a teaching, learning and assessment focus, but also for support staff too. Staff development inspires and provides the opportunity to work together to share good practice and understand each other’s roles, with the ultimate goal of working smarter and improving the student experience. This year there has been a strong focus on mental health and wellbeing, which was prominent in the Staff Development Week at the end of the academic year in July, which included a very popular ‘Wellbeing Wednesday’, with an emphasis on the 5 ways to wellbeing.

As at October 2019:

296
Staff

237
Full time equivalent

89
Full time equivalent agency staff



MENTAL HEALTH & WELLBEING

New College Stamford makes commitment to support students and staff with their mental health and wellbeing

We have reaffirmed our commitment to staff and students by signing up to a brand new national mental health and wellbeing charter which was launched at our staff conference in July 2019 created by the Association of Colleges in conjunction with mental health experts.

The 11-point document includes our commitment to:

- Promoting equality of opportunity and challenging mental health stigma
- Providing appropriate mental health training for staff
- Providing targeted individual mental health support where appropriate
- Establishing effective links with local health and voluntary sector mental health groups

Colleges across England teach and train 2.2 million people each year - including 685,000 young people. Every year, 1 in 10 young people experience a mental health problem and 1 in 5 young people aged 16-24 experience a common mental illness such as anxiety or depression at any one time. Add to these facts, 75% of adults with a diagnosable mental health problem experience their first symptoms before the age of 24 means our College plays a vital role in supporting the mental health and wellbeing of its 2,500 students and 296 staff.

New College Stamford WELLBEING & MENTAL HEALTH CHARTER

OUR COMMITMENT TO YOU

We recognise that our college has a responsibility to create an environment that promotes student and staff wellbeing and that proactively supports student and staff mental health.

AS A COLLEGE WE WILL...

- Ensure that wellbeing and mental health work is led by a senior manager supported by a member of staff with particular responsibility for mental health.
- Have a wellbeing and mental health strategy accompanied by a clear implementation action plan which is monitored regularly and reviewed annually.
- Create an open and inclusive college ethos which includes respect for those with mental health.
- Promote equality of opportunity and challenge mental health stigma through curriculum teaching and also promote wellbeing through tutorial programmes.
- Provide appropriate mental health training for staff.
- Encourage and collect student views on mental health and wellbeing by working with the Students' Union and other student representative bodies.
- Ensure a consistent and positive approach to staff wellbeing.
- Provide targeted individual mental health support where appropriate or alternatively signpost to external support services.
- Provide relevant information to parents and carers.
- Establish effective links with local health and voluntary sector mental health groups.
- Promote the benefit that physical activity and sport has on mental wellbeing.

ROUTE TO WELLBEING EXCELLENCE

- R**aising awareness of mental health
- O**ffering targeted support to staff and students
- U**nified approach through building positive internal and external partnerships
- T**raining and development of our staff in relation to understanding and being mindful of mental health and wellbeing
- E**mbodied a culture and environment whereby staff and students promote and use 5 ways to wellbeing approach.

HOW WE VALUE OUR PEOPLE

As outlined in our Strategic Plan, we value our people by:

- Our 'whole college' team ethos which promotes the inclusivity of all staff groups
- Securing high levels of staff morale and a culture of enjoyment and fun
- Celebrating our many successes
- Clear communication and a listening culture
- Recognising and rewarding staff contributions
- Development and training
- Performance management, mentoring and support
- Our commitment to integrity, openness and honesty

Logos for New College Stamford, CCC, and NHS are visible at the bottom.

The College is also proud to be involved in the Stamford Children and Young People strategic mental health group leading on the development of a graduated framework of support for young people in the Stamford community, focusing on the education sector. The group was established in April 2019 by a number of school leaders and the charity Mindspace Stamford, who are working together on an agenda to promote the five ways to wellbeing and creating a culture of positive wellbeing with Stamford's young people.

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The college showcased how effectively staff work together to demonstrate excellence across the curriculum, support, welfare and wider College environment to support students.

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MATRIX AWARD

New College Stamford celebrated Matrix accreditation for high-quality information, advice and guidance

This year, New College Stamford celebrated being re-accredited with the Matrix Service Standard recognising the high-quality information, advice and guidance provided by our staff. Once again, the College showcased how effectively staff work together to demonstrate excellence across the curriculum, support, welfare and wider College environment to support students.

The Matrix assessment focuses on the excellent support services available within the College, including IAG (pre-enrolment, enrolment and upon completion), financial support, transport, careers advice, welfare and safeguarding and learning support.

The report highlighted that the College's vision and mission clearly define the aspirations of the College and clearly indicated that staff work together. Our curriculum and support services aim to support students to achieve their

goal. There was strong evidence that staff were committed to putting the student at the heart of the service delivery and in many cases went above and beyond, especially those providing IAG throughout the recruitment and enrolment stages and individuals responsible for student wellbeing.

The feedback from the students indicated that they enjoy the College environment, finding it to be friendly and supportive, and very inclusive.

Well done and congratulations to everyone involved in making this happen.



A LEVEL RESULTS SUCCESS

100%
PASS RATE

In all of our
A Level
subjects

We were delighted to celebrate an outstanding 100% pass rate at A Level this year, with almost 50% securing high grades and the majority of students also securing their first choice university places.

The 100% pass rate sees every A Level student pass in all 17 subjects offered by the College, which is proud to offer one of the largest choice of subjects in the region.

Marilyn Kennedy, Head of A Levels at New College Stamford added, "The students and staff have worked incredibly hard and have got the results they deserved. I am thrilled for all of them, and am delighted to see that they can now go off and pursue the careers they want to at some of the best universities in the country. It's been a fantastic day!"

Emily Hutchinson was thrilled with her results of A* A, A, A* in Biology, Maths and Chemistry and her EPQ. Former Prince William School student Emily is progressing to the University of Nottingham to study Chemical Engineering.

A career in medicine is also the dream come true for former Arthur Mellows Village College student Jude Campbell who was also delighted with his results of A*, A, B in Chemistry, Biology, and Geography. He said, "All my teachers have been so friendly and supportive, especially in my goal to pursue a career in medicine where we have had tailored medical admissions support. It has been hard work, but worth it, and definitely rewarding."

James Loughton who is celebrating after receiving top grades of A*, B, B in History, Media and English is off to work for Cambridgeshire Constabulary to complete his police training and qualifications.

Sarah Young, Assistant Principal at New College Stamford said, "We are incredibly proud of all our students. Every single one of them has done so well. With a 100% pass rate, and nearly 50% of students achieving high A*, A and B grades, we are celebrating with them and delighted to see them moving on to their first choice universities."

Results day was also a huge success for former Casterton Business and Enterprise student Alicia-Grace Hughes who is reading Media Production at Lincoln University, with results of B, B, C and A* in Media, Photography and Graphics, Business and her EPQ.

She said, "New College Stamford offers more choice than other sixth forms so I could study more art-based subjects. The teachers here are fantastic and are more than just teachers, they really support you to achieve the best you can."



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We were delighted to celebrate an outstanding 100% pass rate at A Level this year, with almost 50% securing high grades and the majority of students also securing their first choice university places.

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STUDENT AWARDS

Over 350 guests enjoyed an evening celebrating outstanding student achievement at the Student Awards ceremony hosted at Borderville Sports Centre.

The annual Student Awards ceremony is a celebration of our students' outstanding commitment, not only to college life but also to their studies and personal achievements over the past academic year. The awards ceremony showcases the determination and level of skill that students at New College Stamford are able to acquire during their studies.

Students, friends, family and staff were not only welcomed with the glitz and glam of a red carpet, but were also presented with wine and canapés on arrival, making it a night to remember!

This year, more than 2,000 students were entered into the competition, with 20 students crowned winners for their outstanding effort over the last academic year. Students were both nominated and voted for by staff in their categories including: Entry Level, Level 1, 2 and 3 Awards for Excellence, Apprentice of the Year, Work Experience, Volunteer of the Year, and many more!

We also invited our students to nominate a staff member who had particularly influenced their time at New College Stamford.

The ceremony, hosted by Assistant Principals Sarah Young and Matt Shough, was opened by an amazing performance by New College Stamford partners Eastern School of Performing Arts.



All of our deserving winners from the night



Student of the Year, Jake Arnold

Much to his surprise, Student of the Year was awarded to Motor Vehicle student Jake Arnold, who shone through from hundreds of nominations to have achieved this momentous accolade. Despite facing challenges and obstacles, that may well have prevented many others from reaching success, he embraced the support and the opportunities available at the college to develop his skills and work ethic instead. Massive congratulations to Jake for all of your hard work and determination.

Janet Meenaghan, the Principal of New College Stamford, said "The Student Awards event never ceases to impress me. Seeing all of our fantastic students celebrating their achievements with friends, family members, and college tutors really makes for such a memorable evening. They are all superb ambassadors for our College and we are proud of the hard work they have all put in over the past academic year. We wish them the very best for the future whether that be staying on at New College Stamford, progressing onto further education or gaining employment within their chosen fields."

As many of the students who won awards at the event will be leaving New College Stamford to progress their careers or continue onto higher level courses, undoubtedly they will be entering their summer with a great sense of pride and achievement. A huge congratulations to all winners and those nominated this year!



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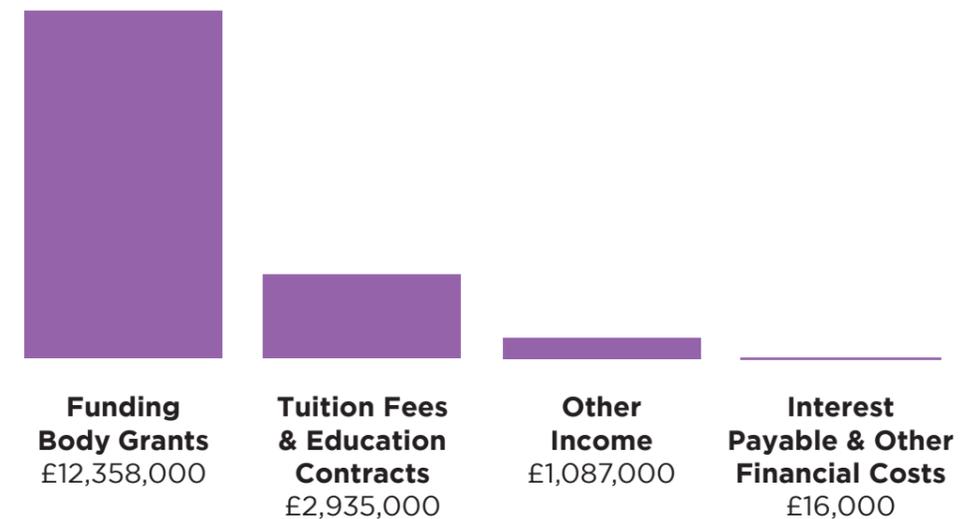
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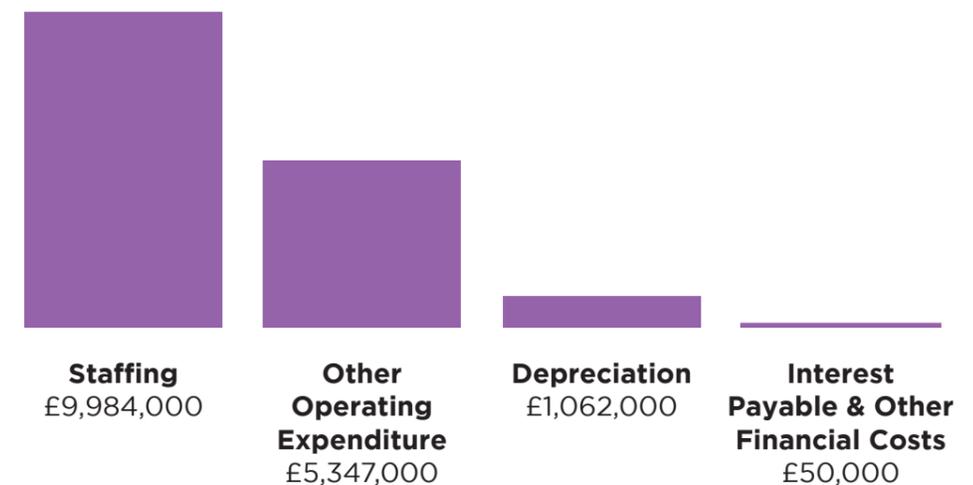
FINANCE OVERVIEW

In 2018/19 the College generated an operating surplus of **£359,000**. The College's investment in Facilities and Equipment was **£906,545**. Our net assets were **£12,881,659**.

Income £ £16,395,000



Expenditure £ £16,036,000



Values exclude pension adjustments under FRS102

AMBITIONS



Ambitions is New College Stamford's activity-based provision for young people with learning disabilities, promoting choice and independence.

The programme focuses on enjoyable, service user-led sessions where young people are able to opt into days which suit their individual interests, such as creative arts, enterprise, events and fundraising, community inclusion and sport.

Ambitions have been working hard all year to raise money to fund a jam-packed activities programme where students were treated to days at the beach, zoo, theme parks, pantomimes, Christmas dinners and other festive treats and even a summer holiday to Great Yarmouth.

In May, Ambitions held their first 'Sponsored Week' where they raised just short of £1,000 through their own fundraising including the Special Olympics Charity in Peterborough and the Going Forward Music Festival in Spalding as well as a sponsored swim, walk, adapted cycle relay and multi-sports.

In addition, staff members also completed the Yorkshire Three Peaks Challenge.

In October an additional £500 was raised at the Halloween Party and by selling personalised baubles and performing sign language carols at Stamford Christmas Market and Light Switch On.



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PARTY IN THE CAR PARK

Party in The Car Park returned following its debut in 2018 and was another brilliant night of celebration. Over 500 people attended to see our Creative Arts students exhibit all of their work from the past year.

New College Stamford Creative Arts students come together once a year to put on the party to beat all parties. All areas of the Creative Arts department including the Music and Performing Arts departments join together to exhibit/perform their work to friends, family and industry experts.

Unfortunately, this year the weather wasn't quite as good as last year but this didn't stop us from having a fantastic time! Performances took place on our stage outside as well as in our Bistro. The performances from the Music department and Performing Arts were amazing and they all did themselves proud. Performing Arts students put on an ensemble performance in the Bistro which saw them perform as a choir to

sing "Seasons of Love" from the musical Rent, as well as performing and acting a section from the Broadway show "Our House".

As well as all the performances and work on show, there was also lots more entertainment and refreshments including a rodeo bull, stone baked pizza, a bar and a travelling tea room.

The work that was on display as part of the exhibition featured work from Graphic Design, Fashion, Art & Design, Foundation Art and Photography. The standard of the work really was breathtaking and to see so much creativity from our students is a testament to their crafts!

We wish all the best to the students who took part in the exhibition whether they are progressing onto university or continuing to study at New College Stamford.



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UCS CLASS OF 2019

Celebratory flags flooded Stamford High Street this weekend as parents and bystanders applauded as University Centre Stamford's proud graduates paraded through the town centre after successfully completing their Foundation Degrees and HNDs.

This year's ceremony was held at All Saints' Church and celebrates another year of brilliant achievements from students on a range of courses such as Animal Management, Computing, Graphic Design, Photography, Performing Arts, Teaching and more, all coming together for an unforgettable occasion.

The gowned procession of students in their robes and mortarboards made the renowned journey from Stamford Arts Centre to All Saints' Church.

Leading the procession was this year's key-note speaker British Skier and Olympic Speaker Eddie 'the Eagle' Edwards, notoriously known as an underdog, following his passion regardless of other people's opinions and never letting past failures undermine his success.

Eddie inspired graduates and their guests by sharing the story of his determination throughout the 1980s, in particularly the 1988 Olympic Games. After narrowly missing out on joining Team GB's Downhill Skiing Team, Eddie refused to be put off and turned his training to Ski Jumping which made him the only possible GB candidate. Eddie quickly caught the attention of the British public by the end of the games and was named the best Ski Jumper in the UK.

In 2016, the film 'Eddie the Eagle' was released based on his historic career and was nominated for numerous awards including the Empire Award for Best British Film.

It was a privilege to have Eddie attend this year's Graduation Ceremony. A true inspiration and a

brilliant example of what you can achieve when you have the determination and courage to follow your passion – much like the amazing Graduates of 2019!

Fergus Barratt who studied the Higher National Diploma (HND) in Computing thanked his lecturers who have been extremely supportive throughout his qualification, landing his first IT job straight after graduating.

Graduate Ben Claypole undertook his HND through an Apprenticeship with Cummins Technologies Ltd and UCS. He said "I've really enjoyed studying my higher apprenticeship, it is great as I can work as I study. I'm now going to continue my apprenticeship with Cummins and utilise what I've learnt to undertake new projects.

University Centre Stamford's Teaching Foundation Degrees are designed to be studied without having to leave work, in fact they work alongside your career.

Fiona Bideau studied the Diploma in Education and Training alongside her day job as a Lecturer in Special Education for Foundation Maths. She said "I've loved my time at UCS, it's been hard work but totally worth it. I wasn't able to complete a degree at university due to my job and family commitments but studying at UCS meant I could do both! The graduation marks the end of an amazing experience for many of us here today."

Upon graduating, Zoe Whitwell who studied the Foundation Degree in Early Childhood has been promoted to Lead Early Years Practitioner in her work place. She said, "Thank you so much to UCS for all of the support you've given me over the last two years. It's been hard work and I wouldn't have been able to get where I am today without you".



UNIVERSITY
CENTRE STAMFORD

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The College is one of 21 further education institutions in the country to develop, test, deliver and share best practice through maths networks.

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MATHS CENTRE OF EXCELLENCE

The College is one of 21 further education institutions in the country to be recognised for their impressive maths provision and the high outcomes achieved for students.

The institution provides an opportunity for students at all levels to succeed and progress in maths, from those with no GCSEs to those who need to increase their grades. The centres are designed to test and share new ways to teach students who are re-sitting their maths and will share £40 million over the next five years to help them in providing this new and innovative way of learning.

Paula David, Project Director at New College Stamford said, “The Maths Centre of Excellence will give students the motivation and opportunity to learn with methods that suit their preferences and build on their existing skills. This will be through personalised learning programmes, supported by high-quality teaching and learning and integrating online learning assessment and feedback, combined with rigorous tracking and monitoring.

Staff will be supported throughout the process to be up-skilled in developments in maths mastery and will use technology to support teaching and learning. We’re proud to be paving the way for an innovative maths programme to

support and empower students to achieve their maths qualifications.”

The model will benefit over 800 students and the College aims to collaborate with other colleges to improve achievement and attainment in maths.

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More than half of this term's plumbing cohort were women, when previously the course had traditionally attracted a majority of male applicants.

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ADULT COMMUNITY LEARNING

Evening classes at New College Stamford have been teaching the local community new skills for a number of years, paving the way for young and old to try something different and develop interests and knowledge in areas they haven't previously had access to.

And now the evening classes, known as Adult Community Learning, are challenging stereotypes with more women of all ages enrolling on courses such as plumbing, bricklaying and tiling.

John Baldwin, Adult Community Learning Coordinator at New College Stamford found more than half of this term's plumbing cohort were women, when previously the course had traditionally attracted a majority of male applicants.

The students gave various reasons for taking the course. One husband and wife team had previously attended the bricklaying course before and enjoyed the experience so much they were now taking plumbing and were intending to go on to the tiling course next.

Another female applicant and her retired mother are taking the plumbing courses ready for the next stage of a barn conversion they have taken on. Having previously attended a bricklaying course and gained sufficient skills and training to complete brick work for the internal walls, they now intend to install the plumbing, toilets, bowls etc. in the barn conversion.

He said, "It is fantastic to see more women signing up for plumbing and other trade courses. It really highlights the amazing opportunities provided by our suite of Adult Community Learning courses to learn new skills. There is strong evidence that this training is supporting the community to take on new challenges and genuinely allowing candidates to apply their learning in their day to day activities."

Not forgetting the men who are also gaining valuable skills including a landlord who is taking the course to enable him to do simple jobs for his tenants such as fitting new taps and another gentleman taking the course so he can do odd jobs around the house for his daughter.



STAMFORD MERCURY BUSINESS AWARDS

New College Stamford was named winner in the 'Business Innovation' category at the 13th annual Mercury Business Awards. Winners were crowned at a glittering awards ceremony at the recently refurbished Greetham Valley.

After months of anticipation, the finalists, main partners, category and associate sponsors, judges and guests gathered at Greetham Valley to celebrate all that is great about business in the Stamford and Rutland area.

Hosted by Rutland Radio's Rob Persani, the winners in 10 categories each took home a trophy made from Lincolnshire Limestone. There were 31 businesses represented with three or four businesses shortlisted in each of the categories.

Addressing the audience of more than 200 guests, Iliffe Media managing director Richard Parkinson said the evening was all about celebrating "amazing success stories and the achievements of our amazing finalists".

Guests had the opportunity to enter a prize draw and donated generously to the Mercury's nominated charity The Harley Staples Cancer Trust.

Mercury editor Kerry Coupe said afterwards: "Once again the Mercury Business Awards were a tremendous success and we were delighted to share the success stories of our winners and finalists, all of whom should be congratulated for their amazing achievements."



Content provided courtesy of Rutland & Stamford Mercury
www.stamfordmercury.co.uk

NCS GOLD AWARD



Gary McPartland, Director of Curriculum was delighted to have picked up the Gold Award for New College Stamford when he attended the NCS Awards at Leicester City's King Power Stadium.

Our continued efforts were certainly recognised for our promotion of the programme where we went above and beyond to support young people in benefiting from participation in the National Citizen Service programme. 2017-18 saw over 150 New College Stamford students from Sport and Public Services complete a long-weekend residential, and our Skills for Work and Living students complete an overnight residential - the first provider in the country to pilot this scheme for our SEND learners!

The college has continued annual success in engaging with NCS over the past three years. Each year, students undertake the programme which includes exhilarating challenges and a weekend residential allowing them to gain the skills they need to boost their CV and excel in the real working world.



INTER-COLLEGE SKILLS COMPETITION

*Working with our
partner organisations:*



Each year, New College Stamford students compete in a variety of competitions that are part of the Inter-College Competitions initiative.

The event was hosted by New College Stamford and saw our students compete against Grantham, Boston and Peterborough Regional College students. The students got the chance to compete in a variety of categories under the construction umbrella including plumbing, carpentry, electrical and bricklaying - each with multiple levels. Once the judges had seen the completed work from the students, they then decided who was the winner and awarded prizes. Everyone who took part in the event received a certificate.

New College Stamford students performed extremely well managing to win one 1st place and six 2nd and 3rd place finishes which is a great achievement.

Richard Brickwood, Head of the Construction department said "The event this year has been absolutely fantastic. The level of work on display was probably the highest it's ever been. The students have put so much time and effort in and they have all had a brilliant day. These types of events are made so the students can meet and learn from other students and come together as a family, and this year has been a real success!"

Thanks to all the staff and students who participated and organised this event.

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