



BROCKENHURST ACCOUNTABILITY AGREEMENT (INCORPORATING DUTY TO REVIEW)

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PURPOSE

Our Purpose

To develop well-rounded, global students with an enthusiasm for lifelong learning.

Our Vision

To be the college of choice in the area for 16–18-year-olds and adult learners. To do this we will

- cultivate a culture of excellence, high expectations and exceptional achievement
- further develop a curriculum that fosters a diverse set of knowledge, skills and experiences alongside, an exceptional teaching and learning experience
- drive the future development of education and skills at local, regional and national levels
- promote a positive culture of equality, diversity and inclusion
- ensure students with additional needs have the support and tools they need to thrive
- embrace an inquisitive and innovative approach to the continuous development of the College.

Since the publication of our last Accountability Statement in 2023, our provision has been positively endorsed twice by Ofsted.

In February 2024 the inspection of residential provision judged us as ‘Outstanding’ across all aspects of our residential provision for international learners.

'Learners thrive in a community where they are valued and nurtured. The ethos across the campus is inclusive and welcoming of different beliefs, cultures and backgrounds'. Ofsted February 2024

Our full inspection in November 2023 awarded the judgement of 'Good' across all aspects of our provision and considered that the college makes a reasonable contribution to skills needs.

'Leaders and managers have designed a range of high-quality vocational and academic courses that meet the needs of learners and stakeholders very well'. Ofsted November 2023

In the last twelve months, under the leadership of our new Principal and CEO, we have developed a new Strategic Plan 2024-29 in partnership with our people, students and communities. The planning of this longer-term strategic vision has been a collaboration. The governing body, Senior Leadership Team (SLT), students, staff and employers have all helped to shape the plan set out in this document which presents the aspirations not only of the governing body and SLT, but of all stakeholders.

This Accountability Statement is built upon the foundation of the longer-term Strategic Plan and sets out some objectives for the next twelve months.

CONTEXT AND PLACE

Our College

Brockenhurst College, known locally as Brock, is a thriving General Further Education (GFE) College situated in the heart of the New Forest. The main college site is situated in Brockenhurst Village with four satellite sites delivering more specialist provision across the New Forest district and Southampton.

As a college with an excellent reputation for broad sixth form education, we serve 16-19 students with aspirations and destinations beyond the New Forest and Hampshire. For our 2023 leavers, 84% of them gained a place at either their first or insurance choice to start study in September, 80% of students gained their first-choice place which is above the national rate of 79%.

We also have a significant role in the delivery of skills for the local economy. We play a crucial role in equipping the local economy with essential skills, actively participating in the Local Skills Improvement Plan (LSIP) and Local Skills Improvement Fund (LSIF), as well as the South Coast Institute of Technology (IoT).

We offer a wide range of academic, vocational and technical qualifications and courses for 16-19 students, as well as to apprentices, adults and those wishing to pursue qualifications in higher education (HE). The College has a long-standing and excellent reputation for delivering education to this wide range of students, serving communities across Hampshire, Dorset, Wiltshire and the Isle of Wight and we work with a large number of schools, businesses, employers and universities to do so.

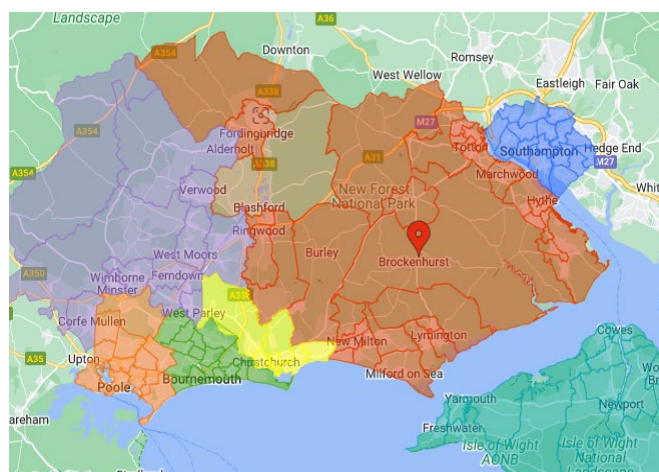
As a college we hold a strong belief in inclusion, social mobility and social justice. This can be seen not only through the diversity of courses and qualifications delivered at different levels, but also through our commitment to wider learning, careers guidance, learning support and responsibility to students' personal wellbeing as part of the all-round student experience. The different levels of study as well as types of provision means that the College provides a highly inclusive curriculum offer that caters for learners from all backgrounds and ability levels.

'Leaders, managers and staff are ambitious for their learners and apprentices, including those from disadvantaged groups or with high needs. For example, leaders have improved provision for learners with high needs significantly. In partnership with the local authority, they successfully developed an independence hub for learners with SEND who have particularly complex needs'. Ofsted, November 2023

In 2023-24 the College has around 3,000 16-19 students and apprentices on roll, including international students. Over 100 students are pursuing courses in HE and around 4,800 adult learners undertake qualification based and leisure courses over the year.

We serve around 180 learners with high needs. Over half of these learners are studying vocational courses at levels 2 and 3. The remainder are studying foundation and level 1 programmes. We launched a new Independence Hub in 20213 offering specialist provision for learners with complex SEND.

We are a significant provider of sixth form education across a large catchment area for students in the New Forest and surrounding areas, as well as for students who live across county borders in Dorset and Wiltshire.



As a college in a rural location, we subsidise an extensive bus network which covers the wider Ringwood area, Totton and the Waterside, Lymington, Highcliffe, Bournemouth, Christchurch, Southampton and Wimborne plus numerous towns and villages in between. Our main site is also easily accessible by train.

The recruitment area for adult learning is even wider and whilst the majority come from similar areas to those studying 16-19 study programmes, we also recruit at a national level due to online learning courses.

The College also has a well-established tradition of welcoming students from across the globe to study with us and each year over 100 international students come to us from Europe, South America and Asia. Our international students bring different cultures and experiences to enrich our college community and support our home students in developing further understanding about what it means to be a global citizen.

'International learners are seen as a unique and valued asset that enriches the whole college community'. Ofsted February 2024

Our Place

Demographics

Our key recruitment areas of the New Forest and Bournemouth, Poole and Christchurch, have forecast growth in the volumes of young people over the coming years until 2028, with larger increases in Bournemouth, Christchurch and Poole. We have 36% market share in the New Forest District area for 16-18-year-olds and a demographic increase is forecast for this cohort of 5.2% from 2023-28. We also have 18% market share in Bournemouth, Poole and Christchurch and the demographic increase for this area is forecast to be 14.8% over the same period.

Compared to England, Hampshire has a greater proportion of the population aged 50 years and over and a lower proportion of working age, 20 to 44 years.¹ An aging population reduces the labour force, increases healthcare and social costs, and shifts economic focus away from high-growth sectors, which collectively inhibit productivity. Additionally, it can lead to skill gaps, lower consumer demand, and financial burdens on pension systems, further hindering economic growth.

Young people (aged 0-19 years) make up 22.6% of the population in Hampshire compared to 23.6% nationally. Over the next four years, the national 16-19 demographic is continuing to increase. This means that there will be more students needing places to study post-16.

Hampshire is among the least deprived authorities in England according to the Index of Multiple Deprivation (IMD) 2019, although there are pockets within Hampshire that fall within the most deprived areas in the country. The most deprived areas are in Rushmoor, Havant, Gosport and Eastleigh, with pockets also in the New Forest.²

The Hampshire population is less diverse than England as a whole, with 92.6% of residents describing themselves as belonging to White ethnic groups compared to the national average of 81%.

¹ <https://documents.hants.gov.uk/hampshire2050/Commission-of-Inquiry-Economy.pdf>

² <https://documents.hants.gov.uk/hampshire2050/StateofSocietyReport.pdf>

Bournemouth, Poole and Christchurch have seen a steady population growth, driven largely by an influx of younger residents and families attracted to its coastal lifestyle and educational opportunities. This has balanced the historically significant elderly population, which remains a key demographic feature due to the area's popularity as a retirement destination. Additionally, there has been an increase in ethnic diversity, reflecting broader national trends of multiculturalism. According to the 2021 census, in Bournemouth, Christchurch and Poole there has been an increase of 12.7% in people aged 65 years and over, an increase of 3.1% in people aged 15 to 64 years, and an increase of 6.9% in children aged under 15 years

The demand for Special Educational Needs and Disabilities (SEND) and high needs Education, Health and Care Plans (EHCPs) in Hampshire and surrounding areas is expected to continue rising. This is consistent with national trends, where the number of children and young people with EHCPs have been increasing annually. In Hampshire, efforts are being made to support this growing demand through various initiatives and resources, including our partnership and co-investment in the new Independence Hub.

Local Skills Priorities

'Leaders, managers and governors have established a broad range of productive partnerships with stakeholders, both locally and regionally. They work closely with Dorset and Solent local enterprise partnerships and Chambers of Commerce. As such, they clearly understand the skills priorities in the area. Leaders review their curriculum offer to respond effectively to these needs, such as in the development of green construction and engineering, maritime and hospitality courses'. Ofsted November 2023

We work strategically with two Local Skills Improvement Plans (LSIP) and we also have an important role in the New Forest District Council's (NFDC) vision for the Waterside and the Solent Freeport initiative.

Priorities for the Solent LSIP	Priorities for the Dorset LSIP	Priorities for the Waterside and Solent Freeport ³
Low Carbon Creative Maritime Freeport Target Sectors Phase 2 Health & Social Care Hospitality Construction Logistics	Health & Social Care Advanced Engineering and Manufacturing Construction Digital Tech and Creative Agriculture	STEM higher technical skills Engineering Digital and data analytics

³ <https://democracy.newforest.gov.uk/documents/s28603/Freeport%20Priorities%20Report.pdf>

We are a key member of a consortium of colleges and other organisations focused on advancing the Solent LSIP priorities. We actively participate as a delivery partner in four key projects spanning the creative industries, maritime and freeport services, healthcare, and research and development sectors. Additionally, we are members of the South Coast Institute of Technology (IoT). The IoT prepares students for careers in health, engineering, and digital technologies.

South Coast Institute of Technology

Backed by over £13 million in funding from the Department for Education, the South Coast Institute of Technology is a collaboration of five further education colleges and two universities. We work with well-known employers including The Royal Navy, Portsmouth International Port and Maritime UK Solent to deliver industry-led courses which fill skills gaps and support the economic growth of the South Coast.

New Forest

The New Forest district is the largest local authority area in Hampshire. This diverse district is the fourth-largest economy in the county (ONS, 2022). The Waterside sub-district, including areas like Hythe and Fawley, is the most industrialised part of the New Forest, known for its significant manufacturing activities, marine industries, and oil refining and petrochemical sectors (NFDC, 2022).⁴

In the New Forest, local services dominate economic output and represent two thirds of employment in the New Forest-notably in accommodation & food with other contributions from the primary and secondary sectors, including construction and manufacturing.⁵ With a goal of achieving net-zero emissions by 2025, there is a growing emphasis on 'green' jobs, driving demand for skilled workers in this sector throughout the New Forest and beyond.

As a predominantly rural area, the New Forest's business profile differs significantly from urban areas. Approximately 88.8% of businesses are micro-businesses, and 10.9% are small and medium enterprises (SMEs). This business profile is similar to that of Dorset, from where many of our students and staff commute.

Waterside and Solent Freeport

We are particularly mindful of the priorities, opportunities, and barriers for skills and employment in the Freeport area. Our analysis indicates that the New Forest has some unique characteristics compared to other areas of Hampshire.

⁴ https://www.newforest.gov.uk/media/2911/Economic-Profile-2022/pdf/FINAL_New_Forest_Economic_Profile_2022_6.pdf?m=1666862352457

⁵ https://www.newforest.gov.uk/media/2911/Economic-Profile-2022/pdf/FINAL_New_Forest_Economic_Profile_2022_6.pdf?m=1666862352457

The New Forest Economic Profile (2022) highlights key district-specific features and significant deviations from the regional average in employment and skills, including:

- An aging population, with 30% over 65 compared to 19% nationally.
- Underrepresentation in knowledge-intensive employment and skills, at 11.4% compared to Hampshire's 20.6%.
- A higher economic inactivity rate of 20.6%, versus 17.6% for the county overall.
- Overall affluence concealing pockets of deprivation, such as Totton and New Forest Waterside, which fall within the 10% and 20% most deprived areas for education, skills, and training.
- Twice the proportion of people working in low-skilled occupations compared to the Hampshire average.
- Only 37% of the working-age population with advanced skills (above A level), compared to the national average of 43.5%, with some areas having much lower figures.
- A higher percentage of residents with low or no skills (19.7%) compared to Hampshire's 17.1%.
- Only 28.2% of the working-age population employed in high-skilled occupations, compared to 34.9% in Hampshire.
- Isolated communities facing additional challenges due to their isolation.
- A high proportion of small and medium enterprises (SMEs), which impacts the uptake of apprenticeships, T Levels, and new career training through Bootcamps, as SMEs are less likely to employ staff through these routes.

APPROACH TO DEVELOPING THE ACCOUNTABILITY STATEMENT

Strategic Plan

In 2023/24 the board of governors has overseen a comprehensive review and evaluation of our curriculum, and how the college meets the needs of local employers, the local communities and addresses national, regional and local skills priorities.

The governors and senior staff held a series of strategic sessions and consultations that have helped form the new Strategic Plan. The Plan includes the following strategic objectives that specifically address growth and skills.

- To develop and implement a recruitment plan that will strategically grow our 16-19 student numbers, ensuring that we recruit our market share of applicants within our catchment area.
- To strategically develop the 16-19 vocational curriculum in line with curriculum reform, local and regional skills needs and needs of students.
- To develop and implement a HE and Adult Learning Strategy to develop and grow our educational offer in these areas responding to skills needs and those of students.
- To develop and increase the range of external partners the College works with to strengthen our links with local, regional and national employers through face to face and marketing communication.
- To plan, develop and deliver industry-led employer boards in all curriculum areas to support the planning and resourcing of our 16-19, HE and adult curriculums.

The Plan was developed with staff, students and with the help and support of many partners including:

- Warsash Maritime Academy
- Carnival and Princess Cruises
- Chewton Glen
- University of Chichester
- Solent University
- Arts University Bournemouth
- Hampshire County Council
- Department of Work and Pensions
- New Forest District Council
- New Forest Heritage Trust
- The Lymington Community Association
- Hampshire Chamber of Commerce
- Dorset Chamber of Commerce
- Solent Freeport

LOCAL NEEDS DUTY

We are aware of our duty to collaborate with other local providers in the area when reviewing provision.

Chairs and CEO's / Principals from the Solent region's General Further Education Colleges, and most Sixth Forms / post-16 Multi Academy Trusts, met as a 'Local Needs Duty Forum' on 1st March, convened by South Hampshire College Group. Alongside the colleges, representatives from Hampshire County Council, Portsmouth City Council, Southampton City Council and the Hampshire Chamber of Commerce came together to discuss the skills agenda and collaborative working. This collaborative event came at the end of the AoC Colleges' Week, which celebrates the contribution that colleges make to their communities. The day was facilitated by Amanda Melton CBE, ex-Principal of Nelson and Colne College and a previous expert panel member of The Independent Commission on the College of the Future.

The event offered a unique opportunity for key representatives from the county's public sector organisations to discuss their goals and objectives for skills growth in Hampshire, identifying areas in which greater collaboration would help.

The agenda included a review of the success of collaborative projects funded through the Strategic Development Funds and Local Skills Improvement Fund. Prior to the meeting, research was commissioned to review the colleges published accountability statements and draw conclusions on their collective response to the skills priorities identified in the Solent LSIP.

This review concluded that skills priorities are well met in Engineering, Health & Social Care and Childcare although there is more work to do in measuring the impact on progression into employment. And there are gaps in the Digital sector beyond Esports, ICT and T-Levels and the Science and Maths

offer for the region is generic, therefore requiring further development and engagement with employers to establish the wider need.

The meeting resulted in a proposed action plan for future collaboration. Initial actions to be carried out before the next annual meeting of governors include:

- Agree a meeting structure and governance approach that facilitates ongoing collaboration and makes best use of the existing and proposed forums in place in the region.
- Develop the research to better map supply and demand.
- Focus our collaboration on high-impact regional skills challenges.
- Consider the benefit of continued wider collaboration for efficiency, improvement and value for public money.
- Enable governors to collaborate on specific roles, e.g. link governors' roles for skills or careers

CONTRIBUTION TO NATIONAL, REGIONAL, LOCAL PRIORITIES

Our current contribution

Sector	National Priority	Local Priority	16-19	T Level	Adult Skills	App	HE
Construction	Y	Y	Y		Y	Y	
Digital and Technology	Y	Y	Y		Y		
Health & Social Care	Y	Y	Y	Planned 2025	Y		Y
Engineering and Manufacturing	Y	Y	Y	Planned 2025			Planned 2025
Science and Maths	Y	N	Y		Y		
Creative	N	Y	Y	Planned 2026	Y		
Hospitality	N	Y	Y		Y	Y	
Maritime	N	Y	Y		Y	Y	

16-19

We have a wide recruitment area for A Levels, and, in some priority subject areas, we are the only provider offering choice in some local areas. For example, we are the only provider of creative A Levels (including design technology and media) for residents of Bournemouth East (source: RCU Vector).

Our vocational courses offer a clear, career-based alternative in a busy A Level market. For example, we are the only provider of level 3 vocational IT, Health & Social Care, Performing Arts & Music, Creative Media, Engineering and Electrical Installation courses for 16-19 learners in the New Forest (source: RCU Vector).

We also offer distinctive, specialised provision in Marine Technologies through our pre-cadetship for the Merchant Navy.

Warsash Maritime School

In 2023/24 we agreed a deal with Warsash Maritime School, part of Solent University, Southampton, to formally align the Merchant Navy Pre-Cadetship courses with degree course admission requirements.

An official Memorandum of Understanding was approved by both partners resulting in the Level 2 and Level 3 Pre-Cadetship programmes at Brock being rebranded the: Warsash Maritime School Pre-Cadetship at Brockenhurst College.

Our courses provide learners with greater confidence and the skills and qualifications to take the next steps to become a maritime officer in the Merchant Navy or on superyachts. Students secure sponsorship with commercial shipping companies during their studies, which then pay for the next stage of their education – most likely at Warsash Maritime School. Past Pre-Cadetship learners have gained sponsorship with leading organisations such as Carnival UK, Just Be Maritime, Ship Safe Training Group, Princess Cruises and Chiltern Maritime.

Adult

Our adult provision is successful and growing. Our adult learners study a wide range of short or part-time qualifications, including community and leisure, adult literacy and numeracy, and professional and distance learning. We also provide much needed routes into work for local people.

‘(the college) works successfully with construction companies and Jobcentre Plus to design and implement adult employability ‘QuickStart’ programmes to support the high demand for training new entrants in the building sector’. Ofsted November 2023

Apprenticeships

We have a very small apprenticeship offer specialising in Boat Building and Hospitality. These are priority skills areas that are highly responsive to local need. For example, we have worked with employers to inform the development of a new pastry chef apprenticeship standard in response to employer demand. In line with the strategic feedback captured by the New Forest Economic Profile (2022)⁶ we plan to review our offer to ensure it is fit for purpose and meets employers’ needs in these sectors.

⁶ A high proportion of small and medium enterprises (SMEs), which impacts the uptake of apprenticeships, T Levels, and new career training through Bootcamps, as SMEs are less likely to employ staff through these routes.

Higher Education

We offer a small number of higher education (HE) courses specialising in Early Childhood and Early Years, and a range of Access to HE courses in Allied Health Professions, Nursing and Teaching. These offer high-quality higher-level study and progression to HE for local residents.

SEND and High Needs

In November 2023, Ofsted reported that the college has a purposeful and highly personalised curriculum for learners with high needs. We work closely with secondary schools and external agencies to plan learners' successful transition to college. Learners with SEND have swift access to the specialist interventions they require to participate in learning successfully, such as speech and language therapy and physiotherapy. As a result, learners with high needs develop skills for learning, work and life successfully.

Independence Hub

We have successfully worked in partnership with Hampshire County Council to open a new £4.9m SEND Independence Hub for local students. Funding of £4m for the project was provided by the Department for Education's Post-16 Capacity Fund. This award was match-funded by £0.9m provided by Hampshire County Council through its High Needs Capital Funding.

In total, the new building contains 14 new classrooms, social space, staff space, meeting rooms and a student kitchen for learning to prepare meals. There is also a physical therapy room and a hygiene room, both equipped with hoists, and a sensory room packed with colourful, pulsing fibre optic light sources.

The Brockenhurst College Hub is one of four Independence Hubs across Hampshire and is the first to be housed in an entirely new building.

OBJECTIVES FOR 2024/25

Priority	National or Local Priority	Link to College Strategic Plan	Action	Timeline	Target Outcome
Demographic Growth Creative Digital	National Solent LSIP Dorset LSIP Freeport	Growth and development Strong financial health	To develop and implement a recruitment plan that will strategically grow our 16-19 student numbers, ensuring that we recruit our market share of applicants within our catchment area. Priority growth areas to include Creative and IT.	Dec 24	To meet growing demographic demand and recruit 2,927 ESFA funded learners (baseline 2,846)
Employer Engagement	National	Growth and development Exceptional student experience	To plan, develop and deliver industry-led employer boards in all curriculum areas to support the planning and resourcing of our 16-19, HE and adult curriculums.	July 25	To have industry-led employer boards in all curriculum areas. All subject curriculums across the College will be better aligned to skills needs.
Health and Care	National Solent LSIP Dorset LSIP	Growth and development	To strategically develop the 16-19 vocational curriculum in line with curriculum reform, local and regional skills needs and needs of students. Plan T Level Route in Health for 2025.	Sep 2025	T Level available for local students in 2025
Engineering	National Dorset LSIP Freeport	Growth and development Strong financial health	To develop and implement an Adult Learning Strategy to develop and grow our educational offer in these areas responding to skills needs and those of students. To develop short courses for adults in partnership with ECITB and DWP	July 25	To develop courses for safety card (ECS) and PEO L2 Work Safety. Target participants: 30 (0 baseline)

Engineering and Manufacturing	National Dorset LSIP Freeport	Growth and development Strong financial health	To develop and implement a HE Adult Learning Strategy to develop and grow our educational offer in these areas responding to skills needs and those of students. To work in partnership to develop a HTQ or Foundation Degree in Engineering and Manufacturing	July 25	Course available to local students in 2025
Engineering and Manufacturing	National Dorset LSIP Freeport	Growth and development	To strategically develop the 16-19 vocational curriculum in line with curriculum reform, local and regional skills needs and needs of students. Plan T Level Route in Engineering and Manufacturing for 2025.	July 2025	T Level available for local students in 2025
Marine	National Solent LSIP Dorset LSIP Freeport	Growth and development	To work in partnership with Solent University to grow numbers on the L2 and L3 Pre-Cadetship Programme progression into the Warsash Academy.	July 25	Target new enrolments: 50 learners on roll (32 baseline)
Digital	National Dorset LSIP Freeport	Growth and development	To work in partnership with the IoT to deliver growth in vocational IT full time courses at L3.	July 25	Target new enrolments: 44 (34 baseline)
EHCP/SEND	High Needs	Growth and development Exceptional student experience	To work in partnership with Hampshire County Council and grow the offer for learners with complex needs accessing specialist provision in the Independence Hub.	July 25	Target new enrolments: 8 (3 baseline) NB. 8 is the maximum number of students that can be offered a place for this provision.

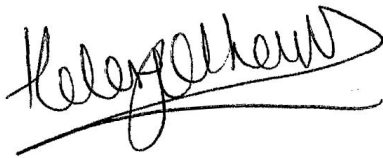
CORPORATION STATEMENT

On behalf of the Brockenhurst College corporation, it is hereby confirmed that the Corporation conducts reviews in line with the local needs duty, and as such results in the plan. The annual accountability statement sets out an agreed statement of purpose, aims and objectives as approved by the corporation at their meeting on Monday 1 July 2024.

A handwritten signature in blue ink, appearing to read 'A. Veil', written over a horizontal line.

Signature

Chair of Governors

A handwritten signature in black ink, appearing to read 'K. G. G. G.', written over a horizontal line.

Signature

Principal / Chief Executive Officer