



Accountability Agreement Statement



July 2023

Part 2: Accountability Agreement Statement

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London South East Colleges Statement of purpose

Introduction

As a large College of Further and Higher Education and as an Anchor Institution in London, we recognise that post pandemic, we have a significant role to play. Not only in the national current economic crisis of upskilling and productivity challenges, but also in supporting communities and economies to recover, build resilience and in time, thrive. We know that there is potential for the economic and social impacts of the pandemic to be felt for generations to come and that the approach that we take now, and over the next few years will be critical to success.

One of the key areas of learning through the pandemic has been the benefit of collaboration. Partners joined forces on a common agenda, problem solving together to ensure resource, support and action was focused where it was needed most and could have the greatest impact. This has highlighted more than ever that complex national and local problems require greater collaboration and contribution from a range of agents for change, and that it is the responsibility of all involved to play a role in providing the solution. This is reflected in the establishment of the London Anchors' Institution Network, in which London South East Colleges has, and continues to play a key role.

This approach is central to how we are approaching this Accountability Agreement. We are focused not just on what we deliver, but how, and with whom, enabling us to maximise opportunities, ensuring that the greatest impact is achieved, for our learners, for employers and for the communities we serve.

Our Intent

We are committed to providing learners with a curriculum that truly empowers people to fulfil their potential and create a successful future for themselves and the communities in which they live and work. Our mission at London South East Colleges (LSEC) is to be more than just a college; we are committed to driving innovation and mobilising social action to benefit our learners and communities, with social enterprise embedded within our Group's ambition.

Our Curriculum Strategy (2023-2028) aims to provide individuals and businesses with access to learning and development that will support their progress, improve their economic prosperity, build community connections and wealth. Our focus is on building real skills for the real world and ensuring that every learner has the skills and qualifications they need to succeed and contribute to their community and economic growth. The curriculum offer aims to provide a clear line of sight to employment, progression and independence. It will be responsive and ambitious, ensuring learners exceed their potential. There will be a focus on the knowledge, skills and behaviours needed to prepare learners for modern Britain and to develop them into valuable and respectful citizens. Our curriculum strategy recognises the need to ensure provision for young people and adults meets local skills needs, taking a holistic, inclusive and integrated approach to digital, sustainability and green agendas to achieve the desired improvements in achievement and destinations.

Since becoming part of London & South East Education Group in 2018, the College has been transitioning into a Social Enterprise, as it became clear to us that FE colleges and schools had the power to transform lives, not just provide qualifications. The current London & South East Education Group Strategic Plan sets out six goals:

1. To have a measurable positive impact on lives and communities.
2. To maximise learners' success and ambitions through a learning strategy and approach that connects learning to the real world.
3. To deliver high quality outcomes across all aspects of the group's business
4. To have the right people in the right jobs at the right time.
5. To establish a group identity with shared vision, mission and values and a new emphasis on social enterprise and our wider contribution.
6. To embed a culture of discipline, values and evidence that will drive our behaviour.

Our current Strategic Plan was approved by our Governing Body in October 2019 and can be found at <http://laseeg.co.uk/about-us/>.

We are approaching the end of the current Group Strategy, and plan to publish the next Strategy in 2023/24. This will consolidate success and learning from early work repositioning the College as a social enterprise, and our commitment to community wealth building as an Anchor Institution. This nationally recognised and award winning approach to has resulted in the generation of over £100m of independently audited social value since 2018.

Going forwards, supporting social mobility and community wealth building will stay at the heart of our mission. We know that education transforms our communities for the better and we are committed to ensuring the success of the learners, employers and communities we serve.

LSEC's context and place

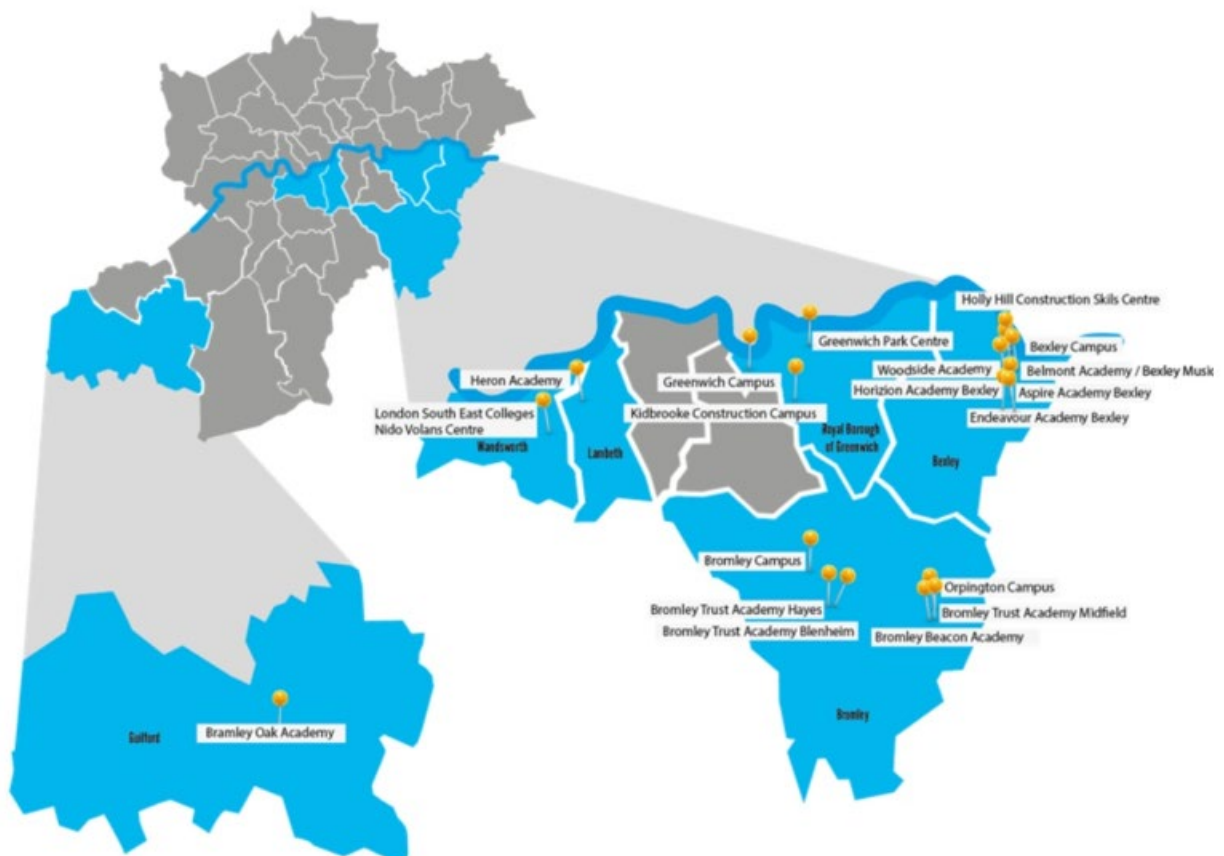
London South East Colleges is a further and higher education college operating across London and the south east, with over 10,000 students across seven campuses, supported by around 1,000 members of staff. The College was formed following a planned three-way merger in 2016. This was with the then failing Greenwich Community College and with Bexley College ahead of the DfE sponsored Area Review process and has been largely regarded as one of the most successful merger of the time nationally.

In parallel to this development, the College was asked to establish, as a sponsor, a Multi Academy Trust, and has now developed the nine school London South East Academies Trust. In 2018 the College and the Trust came together to form London & South East Education Group. Collectively we now educate over 12,000 learners and employ over 1,300 staff and together we form a collective eco-system of education providers, offering a broad range of provision from Special Schools, Alternative Provision, and mainstream Primary through to a wide range of vocational qualifications, apprenticeships and degrees in the Further and Higher Education College.

Operating across the very diverse boroughs of Bexley, Bromley, Greenwich, Lambeth and Surrey we deliver education across 17 locations, with 10 School sites and 7 College campuses.

We are recognised in London as a high-quality community resource and a beacon of best practice. In November 2019, we were awarded the Queen’s Anniversary Prize for Higher and Further Education. The prestigious prize is the highest national honour that can be awarded within the education sector, celebrating excellence within Further and Higher Education. The prize rewards the College’s pioneering strategic engagement programme to help support housing ambitions across Greater London. In May 2021, London South East Colleges was awarded three TES FE Awards, including Overall FE Provider of the Year, FE College of the Year and Contribution to the Local Community. These awards recognised several of our successes during the year, including industry partnerships and the launch of our pioneering 10-year Equality, Diversity and Inclusion grants programme.

Key features of the ‘place’ in which we operate are summarised below.



Recruitment Area



1. Lambeth
2. Southwark
3. Lewisham
4. Greenwich
5. Bexley
6. Dartford
7. Croydon
8. Bromley
9. Sevenoaks

a) Business and economic profile

Our colleges are located in four boroughs of South-East London: Bexley, Bromley, Greenwich and Lambeth. The vast majority of businesses in the area are small employers, with 88%-90% of businesses in these boroughs employing fewer than 9 people. Key sectors of employment include: wholesale and retail, health and social work, professional, scientific and technical sectors with the arts being a top 10 employer in Greenwich¹.

After Real Estate, the sectors with the largest Gross Value Added (GVA) in all our localities are Construction and Human health & Social work activities, which are the second and third largest sectors in Bromley and Greenwich. Manufacturing is the third largest in Bexley after Construction whilst Wholesale and retail and repair of motor vehicles is the second largest sector in Lambeth ahead of Human health & Social work activities².

Across Greater London, finding appropriately skilled staff is a major concern for businesses. At the end of 2022, 42% of businesses identified this as a significant barrier to growth, with this also being the case for 27% of SMEs³. In Construction and manufacturing nationwide, one of our key priorities for future upskilling, 36% of vacancies for 2019 were hard to fill due

¹ London Councils (2019): <https://www.londoncouncils.gov.uk/our-key-themes/economic-development/borough-business-profiles>

² ONS (2021): GVA by Local Authority, 2020

³ Federation of Small Business (2023) – London Small Business Index Q4, 2022: [London Small Business Index Q4, 2022 | FSB, The Federation of Small Businesses](#)

to difficulties in finding candidates with the appropriate skills, qualifications and experience compared to the 24% average for other sectors⁴.

b) Social needs – major social challenges in our local area and region

When we consider different aspects of income, employment and education to measure deprivation we can see more dimensions of poverty and how they present challenges in communities. This provides a more nuanced picture of the social needs in our local area, recognising its complex and intersectional nature.

Deprivation levels are high in our local communities. According to the Index of Multiple Deprivation (IMD) which considers income, employment and education, and other dimensions of poverty, Bexley is ranked 190 out of 333 Local Authorities on deprivation, while Greenwich is ranked the 60th most deprived Local Authority in the country. In Lambeth average deprivation levels are higher, with the borough ranked 42nd. Comparatively Bromley is less deprived than our other communities according to IMD (ranked 230), but when we look in more detail, there are still significant pockets of deprivation in the LA⁵. Looking at deprivation levels affecting children⁶ shows a similar picture of deprivation with Bexley and Bromley having relatively low scores at 0.160 and 0.131 respectively with Greenwich and Lambeth having a much higher rate of deprivation for children at 0.212 and 0.229 respectively. Whilst on balance children in Greenwich wards are more likely to experience poverty, there are significant pockets in north Bexley around Thamesmead, Erith and Crayford where children experience more deprivation, whilst East Orpington, St. Mary Cray, St. Paul Cray and Crystal Palace are pockets of deprivation for children in Bromley.

c) Economic activity and priorities

Labour market trends:

At the beginning of 2023, the official national unemployment rate was at 3.7%. In London however, it is noticeably higher at 4.5%. The seasonally adjusted employment rate for London workers aged 16-64 in January 2023 was 74.6% marking an approximate 7% increase from the end of 2022, though a decrease of nearly 3% from a high in 2019. In absolute terms, 226,000 Londoners were classified as unemployed in the three months leading up to 2023. Of these, 64,000 were aged 16-24 with it likely to rise in future as further economic challenges set in⁷.

When looking at economic inactivity or those who are isolated from the labour market long-term, 21% of the nation were inactive and 21% of Londoners. Bexley and Bromley have much lower rates of inactivity at 18% and 13% respectively whilst Greenwich has a rate that is higher than the regional and the national rate at 22%. Of the 1,265,800 Londoners that were economically inactive, 33% were students, 24% were caring with a further 20% being

⁴ DfE (2020) – Employer Skills Survey 2019 Summary report: [Employer Skills Survey 2019: Summary report \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)

⁵ Ministry of Housing, Communities & Local Government (2019) – English indices of deprivation 2019

⁶ London Councils (2022) – Intelligent London (IDACI)

⁷ ONS Labour Force Survey (2023) - [UK labour market: January 2023 - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

long-term sick. Of these groups, 14% of students want a job, 21% of carers want a job, and 17% of the long-term sick want a job⁸.

For the claimant count, or number of people on Universal Credit, 5,940 working age people were claiming in Bromley or 3% of the borough. In Bexley, 4680 working age people, equivalent to 3% of the population were claiming benefits. For Greenwich, 9,430 people were claiming this (5%), similar to the rate in London (5%). For Lambeth, 12,270 people were claiming making up 5% of Lambeth residents which is higher than the national rate (4%)⁹.

At the end of the last academic year, the proportion of 16-17-year olds **Not in Education, Employment or Training (NEET)** was 1.9% for Bexley, 1.2% for Bromley and 2.3% for Greenwich. For Lambeth, this figure was 1.6% This compares to 1.5% for London and 2.6% nationwide. Despite all of our boroughs outperforming national indicators, two of our boroughs are performing worse than the regional average showing it as a noticeable problem in the regional context¹⁰.

February 2023 data on vacancies showed an overall decrease of 76,000 **vacancies** from the previous quarter with there now only being 1.1 vacancies per unemployed person. The vacancy rate in Greater London also slowed at the end of the year¹¹.

Within Local London, from 2015 to 2021, the number of workers employed increased by 9.7%, which was 1.3% higher than London and nearly twice as high as nationally (Great Britain) over the same period. Construction employment within this region grew by 56% with large increases also being seen in transportation & storage at 22% and accommodation & food at 22%¹².

In terms of **occupation priorities** within the region, Health, Public services and care are prioritising Support Workers with 6000 unique postings over the past 24 months with over 2,000 in the last 6 months. Top skills demand over a similar period include nursing with 16,000 postings and communications with 40,000 postings. Mathematics and science skills are also needed for nursing and other health roles which demonstrates a clear shortage of specialised staff within the health service.

Within the construction industry, Quantity Surveyors are the top titles in recruitment with 1,500 unique postings over the past 24 months, with labourers and carpenters both exceeding 1,000 posted vacancies. Construction skills are top requested technical skills in the industry reaching 3,000 unique postings over the past 24 months with communications

⁸ ONS Annual Population Survey: via Nomis (2023) - [Your Data - Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](#)

⁹ Nomis – Local Authority Profile (Jan. 2023): [Labour Market Profile - Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](#).

¹⁰ Gov.uk (2022) – NEET & Participation for 16-17 year olds by Local Authority, academic year 2021/22: [Participation in education, training and NEET age 16 to 17 by local authority, Academic year 2021/22 – Explore education statistics – GOV.UK \(explore-education-statistics.service.gov.uk\)](#)

¹¹ ONS (2023) – Vacancies and jobs in the UK: February 2023: [Vacancies and jobs in the UK - Office for National Statistics \(ons.gov.uk\)](#)

¹² Local London (2022) – Local London Skills and Employment Strategy 2022 Technical Annexe: [Local London Skills and Employment Strategy 2022 - Technical Annexe August 2022.pdf](#)

featuring as another top skill requirement at 8,000 unique postings showing it is a transferable skill needed¹³.

In terms of future employment projections in our LSIP region and the London Enterprise Panel (LEP), overall growth for all industries between 2020 and 2035 is estimated to be 0.6% per annum. Looking at specific industries, whilst employment in construction is projected to grow by 1.6% per annum, it is expected to contract by 0.6% per annum for manufacturing. This may partly be down to longer-term trends more unique to manufacturing such as increasing automation lessening the need for more manual employment in this sector. Other sectors such as business services and utilities are projected to see 0.6% annum in growth. In terms of projected shares of overall employment by 2035, big movers include construction, which is projected to increase by 0.9% from 2020. Accommodation and food employment is projected to increase its share by 1% during the same time. By occupation, for Business, Media and Public Service professionals, there's expected to be a 122,000 net positive change in demand for employment in this sector from 2020-2035. Health and social care associate professionals are expected to see a 3.8% per annum increase in demand for their occupation¹⁴.

Local labour market priorities and strategies:

The GLA's main priority as outlined in the skills roadmap is 'jobs, jobs, jobs' using a £320 million Adult Education Budget (AEB) to create green jobs, ensure every Londoner is well-informed of the opportunities, particularly Level 1 + 2 qualifications to upskill. Accessible skills are prioritised with the social and economic impact of each scheme measured. GLA wants to empower 'Anchor Institutions' such as ours to be pillars of the community that provides skills for relevant and long-term occupations which will help to reduce poverty in the long-run. There are currently 2 million Londoners living below the poverty line with disabled Londoners being one of the groups most affected by poverty. This is a group that would benefit immensely from better access to training but due to a lack of engagement by providers and employers are one of the least represented groups in training cohorts. City Hall has committed to improved research and analysis of underrepresented groups such as people living with a disability to better target long-term resources to those most in need. There will be targeted outreach programmes aimed at improving information and boosting participation of groups under-represented in training¹⁵. The Local London Strategy for 2022-25 emphasises 'good work' particularly via green skills as well as stimulating local infrastructure projects to better integrate member boroughs along economic lines and creating and entrenching strategic partnerships among stakeholders such as employers and HE to create a genuine sub-regional bloc¹⁶.

At the time of writing the London and sub-regional Local Skills Improvement Plans (LSIP) have yet to be published. However, based on discussion with our Employer Representative

¹³ Lightcast (2022) – London South East Colleges Local Labour Market report 2022: [2022-07-28_LondonSouthEastColleges_splus.pptx](#)

¹⁴ Unit for Future Skills, DfE (2023) – Skills Imperative 2035: [Labour market and skills projections: 2020 to 2035 - GOV.UK \(www.gov.uk\)](#)

¹⁵ GLA (2022) – Skills Roadmap for London: [Skills Roadmap for London](#) pp.28-30

¹⁶ Local London (2022) – Draft Local London Skills & Employment Strategy 2022-25: [DRAFT Local London Skills Strategy 2022-25.pdf](#)

Body, BusinessLDN, and the draft shared for consultation, six priority sectors were identified. These are health and social care, construction and engineering, hospitality (London only not sub-regional), digital and creative, manufacturing, distribution and logistics¹⁷. Also highlighted is the pressing need for cross-cutting transferable, green and digital skills. The LSIP recognises the need for different roles within the priority sectors, the growing importance of transferrable skills across sectors, and current recruitment challenges faced by businesses, particularly relating to basic digital, maths and English skills. Digital skills are at a premium with the need for role specific and advanced skills in addition to basic skills. At a national level inevitably there is overlap with some of the local skills priorities, with the following sectors identified as priorities: construction, manufacturing, digital and technology health and social care, haulage and logistics, engineering, science and mathematics.

d) Young people

We are seeing significant growth in the number of young people in our local communities, with our further education learners having higher than average levels of special educational needs, and lower English and Maths attainment on entry.

- In the three years from 2018/19 to 2020/21, 16-19 cohort sizes in Bromley, Bexley, Lambeth and Greenwich increased by 8%, 5%, 6% and 10% respectively due to demographic changes. Based on census figures, this growth in the 16-19 cohort is predicted to continue until 2027/28¹⁸.
- Across our four local areas, in Bexley 22.4% of 16-year olds proceeded to FE¹⁹, in Bromley, 20.5% with 13% doing so in Greenwich. In Lambeth, this was slightly higher (28.7%) but lower than the total in England (35.9%).
- Much smaller proportions of 16 year olds go into apprenticeships: 1.9% in Bexley, 1% in Bromley, 1.2% in Greenwich and 0.7% in Lambeth for 2020/21.
- Nationally around half (52%) of 18-19 year olds who finished Key Stage 5 made sustained progression into Higher Education (HE) in 2020/21. Reflecting higher HE participation in London, we see higher than national levels across our Boroughs of Bexley (64%), Bromley (56%), Greenwich (62%) and Lambeth (63%).
- In terms of sustained progression into apprenticeships for 18-19 year olds, the figure was 4.6% in Bexley, 3.9% in Bromley, 1.7% in Greenwich and 2.1% in Lambeth. This compares to 4.1% nationwide²⁰.
- Our colleges feature a large and active population with Special Educational Need and disabilities (SEND) with a nationally recognised specialist resource and support staff helping them to thrive. On our individual campuses, 11.4% of students in Bexley have an EHCP, 9% have one in Bromley, 11.4% do in Orpington whilst 3.9% do so in Greenwich. We have a new LSEC specialist Nido Volans centre in Lambeth which

¹⁷ BusinessLDN (2023) – Draft LSIP for London, Final Report: [London LSIP - Core Pan-London Report - May 23 - FINAL + WATERMARK.pdf](#)

¹⁸ Census 2021 (2022) – Population and household estimates for England and Wales: [Population and household estimates, England and Wales - Office for National Statistics \(ons.gov.uk\)](#)

¹⁹ DfE (2023) – Key Stage 4 destination measures Academic Year 2020/21: <https://explore-education-statistics.service.gov.uk/find-statistics/key-stage-4-destination-measures/2020-21>

²⁰ DfE (2023) – 16-18 destination measures Academic Year 2020/21: [16-18 destination measures, Academic year 2020/21 – Explore education statistics – GOV.UK \(explore-education-statistics.service.gov.uk\)](#)

caters to young adults with high and complex needs²¹. This compares to 4% regionally in Greater London and 4% nationwide showing a greater percentage of our students have identified needs which requires multi-agency intervention²².

- LSEC's ranking for no/low grades at the point of entry for English is 217 out of 243 and for maths, it is 223 out of 236 compared to all equivalent FE providers nationwide which is among the lowest. At the time of enrolling, over 48% of our learners had grades below 4 in English and Maths GCSEs or no qualifications compared to the 32% national benchmark. Only 26% had passed English and Maths compared to the 44% national benchmark²³. Locally, for English and Maths passes, this compares to 72% for Bexley, 77% for Bromley, 70% for Greenwich and 66% for Lambeth. This illustrates that a disproportionate percentage of learners with lower GCSE attainment attend FE post-16, and our College.

e) Adults

Qualification levels

- Amongst adults living in our communities, 14.9% of those in Bromley hold a Level 3 as their highest qualification, this is 16.6% in Bexley, and 13.1% in Greenwich, for Lambeth it's 11.9%. This compares to 10.65% for London and 16.9% for England & Wales. For Levels 1 & 2, Level 1 means a person has one to four GCSE passes whilst Level 2 means five or more GCSE passes (4/C or over). Level 1 rate: 10.9% of Bexley are qualified to a Level 1, for Bromley it's 8.7%, Greenwich is 8% whilst for Lambeth it is 6%. For the Level 2 rate, it's 14.6% in Bexley, for Bromley it is 13.3%, in Greenwich it is 10.3% whilst it is 7.8% for Lambeth.
- Our localities have high levels of adults with no qualifications, accounting for nearly a fifth of the adults in London with no qualifications. The proportion of adults with no qualifications is 18.2% in Bexley, 13.8% in Bromley, 16.7% in Greenwich and 13.1% in Lambeth. This compares to 6.19% regionally and 18.2% nationally.
- We see relatively high proportions of our communities having low level qualifications, and not progressing to further study while a significant proportion have higher qualifications, leaving a gap in the middle. Moving onto to those in the population with a qualification of Level 4 or above, which range from Higher Diplomas to Doctorates (PhDs). 31.6% of residents in Bexley have a Level 4 or higher qualification, 42.8% in Bromley, For Greenwich, it is 45.7% and in Lambeth it is 56.3%. Across London, 37.7% have a Level 4 or above qualification, with 33.8% of adults in England & Wales doing so²⁴.

Adult economic activity

- Across both London and England in the 2021 census, the higher the highest level qualification achieved, the higher the employment rate. In London for 16-64 year

²¹ MIS Learner Profiles 2022/23

²² DfE (2023) – EHCPs, SEN support official statistics: <https://explore-education-statistics.service.gov.uk/find-statistics/education-health-and-care-plans>.

²³ MiDES ILR R14 2018/19

²⁴ Census 2021 (2023) – Highest Level of qualification, variation, Local Authorities: [Highest level of qualification - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/educationandtraining/articles/highest-level-of-qualification-variation-local-authorities).

olds, the employment rate of those with no qualifications was 45%, for those qualified to Level 1, it was 55%, for those qualified to Level 2 it was 58%, for Level 3 it was 63%, for those with apprenticeships, it was 70%, whilst for Level 4 and above, it was as high as 82%²⁵.

- The unemployment rate for Londoners with low (below level 2) or no qualifications was 14% in 2021, three times higher than the 4% rate for those qualified to Level 4 or above²⁶. This has partly been attributed to the high demand and supply in the London labour market creating a more competitive recruitment environment for those with lower levels of qualifications.

Adult participation in learning

- Over the last decade, adult education nationwide has suffered from falling funding and participation levels. Total spending including apprenticeships between 2010/11 and 2020/21 fell by 38% including a 50% fall in classroom learning funding. This has led to a 50% fall in adults taking Level 2 and below qualifications with a further 33% fewer adults taking Level 3 qualifications. In the past year, £900 million in restorative funding has been announced by 2024/25 with extra support for Level 3 qualifications, however in real terms this will still be 25% lower compared with 2010/11 funding levels²⁷.
- Participation in adult education nationwide further suffered over the pandemic, with overall levels dipping from 751,000 in 2019/20 to a low of 573,700 in 2021/22 with participation still below pre-pandemic levels at 676,100 in 2022/23. That said participation at Level 3 was the only area of growth during this period from 15,100 learners in 2019/20 to 41,100 in 2022/23 marking a 272.18% increase over 4 years²⁸.
- In our local communities, adult participation rates by borough for 2022/23 are 1.08% for Bexley, 0.66% for Bromley, 1.1% for Greenwich & 1.3% for Lambeth. London-wide this is 1.73%. For England, this is 1.32%.

Age profile of our local communities

- When examining the age structure of our localities compared to the regional and national context, two of our boroughs, Bexley and Greenwich have relatively young populations, with 31% of Bexley's population being under 25 with it raising to 31% for Greenwich. This compares with 30% being under 25 for London and 29% of the population nationwide. Bromley on the other hand has a lower proportion of under 25s compared to neighbouring localities, London and nationwide with a figure of 28%.
- When looking further up the age structure at the 50-64-year olds, who have been retiring earlier over the last three years, they make up 19% of Bexley's population, 20% of Bromley's and 16% of Greenwich's. For Lambeth this is 16%. This compares

²⁵ Census 2021 (2023) – Highest level of qualification by economic activity status: [Highest level of qualification by economic activity status - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/people-in-work/qualifications/articles/highest-level-of-qualification-by-economic-activity-status)

²⁶ GLA Economics (2022) – Out of work trends in London: [Out-of-work trends in London | London City Hall](https://www.london.gov.uk/press-releases/major/out-of-work-trends-in-london)

²⁷ Sibieta, Tahir et. Al, IFS (2022) – Annual report on education spending in England, 2022: [Annual report on education spending in England: 2022 | Institute for Fiscal Studies \(ifs.org.uk\)](https://www.ifs.org.uk/publications/1144)

²⁸ Further Education and Skills, DfE (2023) – Adult (19+) further education and skills participation, Academic year 2022/23: [Further education and skills, Academic year 2022/23 – Explore education statistics – GOV.UK \(explore-education-statistics.service.gov.uk\)](https://www.gov.uk/government/statistics/further-education-and-skills-academic-year-2022-23)

with 17% of Londoners being within this age range and 19% nationwide²⁹. According to a report from the House of Lords economic committee, over the course of the pandemic from March 2020 to the end of 2022, the number of those that were economically inactive increased by 565,000 contributing to a 1.3% increase in the proportion of economic inactivity to 21.5% nationwide. Most of this increase is due to over 50s retiring early³⁰. Long-term sickness has emerged as another significant factor in the rise in long-term economic inactivity with 363,000 more people since the beginning of the pandemic citing it as the primary reason for withdrawing from the labour force. Common themes in this rise are poor mental health and delays in treatment for physical conditions.

f) Broader context

Although the communities we serve are starting to recover from the pandemic, we know from the evidence, including that underpinning the developing LSIP and our employers via engagement panels that there are some sectors that continue to struggle with issues such as recruiting. The industries still suffering are childcare, health and social care which is a particularly important sector and hospitality. Childcare and Health and Social care are struggling to recruit due to a lack of candidates, the heavily regulated nature of such industries such as a requirement of an enhanced DBS as well as flaws in the apprenticeship model which does not work well with industries that require more working than studying. Hospitality was arguably the worst affected industry having to completely shut down for extended periods of the pandemic and therefore lose long-term staff. One of our hospitality partners Claremont Hotels recently launched a training academy with 30 roles only to struggle to fill these demonstrating the unique recruitment difficulties these industries have.

Our communities are diverse. In Bexley, 28% of residents are from Black, Asian, Dual Heritage or other ethnic groups, in Bromley, 23.5% are. This is much higher in Greenwich (44.3%) and Lambeth (45%). This compares to 18.3% nationwide demonstrating the uniqueness of our local context³¹. It is generally accepted that a diverse and cohesive workforce that is inclusive and representative of the people it serves tends to be more innovative and prosperous. Thus, our region has immense potential, and any jobs and skills strategy should aim to be as inclusive as possible.

Approach to developing the Accountability Statement

At LSEC we routinely engage with a wide range of local and national organisations to inform the development of our curriculum and professional offer which is endorsed by key employers. This is underpinned by our employment engagement strategy and our position as a social enterprise, which is at the core of our approach.

²⁹ Census 2021 (2022) – Population and household age breakdown estimates by Local Authority: [Population and household estimates, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/articles/populationandhouseholdestimatesenglandandwales-2021)

³⁰ House of Lords Economic Affairs Committee (2022) – 2nd report. Where have all the workers gone? Inquiry into UK Labour Supply: [Where have all the workers gone? \(parliament.uk\)](https://www.parliament.uk/business/committees/committees-a-z/economic-affairs-committee/2022-23/where-have-all-the-workers-gone/) pp.15-16

³¹ Census 2021 (2022) - Ethnic group, national identity, language, and religion: [Census 2021 in England and Wales: Ethnic group, national identity, language, and religion: Census 2021 in England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/ethnicityandnationalidentity/articles/ethnicgroupnationalidentitylanguageandreligion-census2021englandandwales)

It also responds to the current policy context and the changes to the regulatory operating environment, which places an even greater emphasis on collaboration and partnership. We already proactively ensure that through planned, proactive and mutually beneficial partnerships, we create and add further value to the educational provision we deliver. This ensures that we focus on the positive impact we can create through operating as a socially responsible business focused on generating social value not just through what we do, but how we do it.

In this context we have established over 100 formal partnerships with local organisations and other stakeholders. These include local, regional and national employers such as DWP, Peabody, Oxleas NHS, Bromley Healthcare, London Biggin Hill Airport, Corey Energy, and the Charlton Athletic Community Trust to serve local needs. We also have strong relationships with our Local Authorities, politicians, and other local, regional and national stakeholders. Our priorities are developed based on engagement with our local communities and key stakeholders, in addition to responding to local and national labour market needs.

Our recent Curriculum Strategy Consultation brought together stakeholders including Local Authorities, Partner Universities, Awarding Bodies, Governors, Local and Regional Employers. The consultative approach to strategy development will enable us to develop a strategy that meets the needs of a wide-range of stakeholders and provide a well-rounded offer that meets both the current and future skills needs locally, regionally and nationally.

Having consulted with a range of stakeholders to develop our Curriculum Strategy (2023-2028), we will continue to develop and measure our priorities in close consultation with key stakeholders. These include the following.

Local, regional and national government bodies:

Strong relationships with the Greater London Authority, Bromley, Bexley, Greenwich Local Authorities and Business LDN ensure we are connected to the needs and strategic direction of London and the South East, enabling us to create and develop curriculum aligned to current and future skills needs. The implementation of the London Anchor Institution Network further supports this approach. The College played a key role in designing the impact framework which has been implemented to support this, and now Co-Chairs the London Region Social Value Taskforce with the Social Value Portal.

Furthermore, a focused political engagement strategy is utilised to develop relationships with MP's and Councillors across Bromley, Bexley and Greenwich boroughs, providing extensive knowledge of local skills and economic needs to develop our communities.

Local and larger regional/national employers:

Partnerships with national employers such as the NHS, Peabody, Marriott Hotel Group provide a broad understanding of the wider skills needs throughout the UK, while ensuring our students have the opportunity to realise their ambitions beyond their geographic location.

Other education providers:

We work with partners across the education sector. These include formalised collaborations with partner Colleges across the Local London sub region through our combined work on the DfE Strategic Development Fund and Mayoral Academy for Green and Digital Skills. We have also been selected by fellow Colleges to be the strategic lead for the Local London

Local Skills Improvement Fund, coordinating development work on behalf of 23 providers across the sub region. London South East Colleges was selected to lead these partnerships on behalf of the sector. In addition, as a College we have led the design and delivery of the national campaign GoodForMeGoodForFE which has 148 partner colleges driving innovation in social action.

Progression for our learners to higher level learning is critical and we have strong partnerships with Canterbury Christ Church University and University of Greenwich, as well as apprenticeship provision delivered in partnership with JTL.

Finally, the College is the founding sponsor of a Multi Academy Trust, London South East Academies Trust, which has grown to 9 schools across the London and the South East, which supports progression of learners to Post 16 provision as well as an innovative 14-16 Vocational pathway for partner schools delivered within the College campus.

Community and Employer Representative Groups:

As part of our commitment to fostering economic and social mobility we proactively work with voluntary sector partners at a local and national level. In addition, the College Executive Team is represented on ERB boards for London. These include Business LDN Local Skills Improvement Advisory Board, CBI London, the London Chamber of Commerce and the SE London Chamber of Commerce. Building on this, we work closely with local business organisations such as Orpington 1st BID and Visit Greenwich and the South East London Chamber of Commerce to establish the skills gaps and needs in our most local areas as well as the sub regional employer representative groups to ensure our offer meets regional needs.

Through these partnerships a collaborative approach is adopted to create and develop innovative courses across the curriculum including Green Skills, SEND, Professional and technical skills.

Contribution to national, regional and local priorities

At the time of writing the London LSIP is not yet published. Therefore, these are draft priorities based on local insight and national data. They currently reflect broader system issues currently impacting the sector and which have relevance in our region. (These will be further refined in June 2023 once the LSIPs are published nationally).

Aims and objectives	How aim contributes to national, regional and local priorities	Current number/performance (and source of this – i.e., how will be measured)	Target number/performance for 2023/24	Deadline
<p>Increase the proportion of learners achieving a positive destination in 24/25.</p>	<p>We want to support learners to take up employment opportunities, and progress in work to meet local skills priorities.</p> <p>Aligning our curriculum with local and regional skills priorities, primarily through the LSIP, and using other labour market intelligence (vacancies, shortage forecasts) and employer engagement to plan and deliver. This supports learners to progress to positive destinations, whether this is further study, into work, or to progress at work.</p> <p>Provide realistic and achievable qualification pathways in priority sectors, for example for students to progress internally from level 2 and level 3 courses.</p>	<p>86% of 2021/22 cohort reported a positive destination in February 2023. Positive destination defined as in paid employment (including self-employed) or in further, higher or work-based training. (Codes EMP and EDU in destinations survey)</p> <p>Internal progression: Classroom progression of 2021/22 cohort: 43% (from Classroom progression MIS data Nov 22)</p>	<p>Overall 87% positive destination rates</p> <p>Internal progression: 43%</p>	<p>April 2025 sustained destination rates for 23/24 cohort</p> <p>Internal progression outcomes (October 2023)</p>

Aims and objectives	How aim contributes to national, regional and local priorities	Current number/performance (and source of this – i.e., how will be measured)	Target number/performance for 2023/24	Deadline
<p>Ensure 16-19 learners in 23/24 gain essential, transferable skills including digital skills through a combination of their study programme, career advantage, work experience and placements.</p>	<p>Taking a destination-led approach means that it is vital that our learners develop the essential employment skills, knowledge, competence, and the confidence required to progress towards and into sustainable work. We want to embed essential employment skills including collaboration, communication, planning, problem solving, creativity and critical thinking. These transferable skills have been identified as having increasing importance over the coming decades at a national level (e.g. Skills and Productivity Board May 2022) and are a key theme in the LSIP. The LSIP identifies digital skills (basic and advanced) as the most in demand, with a third of businesses reporting a lack of basic digital skills. (This is in addition to core and vocational-specific digital, maths and English skills and confidence to use these effectively.)</p>	<p>Completion of career advantage</p> <p>TLA reports to evidence skills development</p> <p>Embedding of these components in study programmes</p> <p>Employability focused project</p>	<p>Minimum of one Career Advantage module completed: 90% of students on in scope courses complete one module, evidencing core transferable skills development.</p> <p>(Note: 4 Career Advantage modules: Bronze, Silver, Gold, Platinum)</p> <p>Digital skills 90% participation rates on Careers Advantage</p>	<p>End 23/24</p>

Aims and objectives	How aim contributes to national, regional and local priorities	Current number/performance (and source of this – i.e., how will be measured)	Target number/performance for 2023/24	Deadline
<p>Grow the number of learners in priority skills sectors aligned to employer need with a particular focus on:</p> <ul style="list-style-type: none"> • Health and Social Work • Construction and Manufacturing with a key focus on Green Skills and sustainability • Creative • Business with a particular focus on digital • SEND 	<p>Continue roll out of T levels, delivering (identified subjects) from September 2023.</p> <p>This will provide a more robust route to developing technical skills and experience, having been developed with employers.</p> <p>Making additional capital and staff training investments to ensure teaching and learning, and the learning environment reflects industry standards and experience.</p> <p>Alignment of specialist areas and growth priorities to local skills needs to build a stronger entry level pipeline and progression pathways. This focuses on three of the four areas industries identified as priorities in the LSIP – health and social care, construction, and the creative sector. Hospitality, which is the fourth area covered in the LSIP continues to be an important curriculum area, particularly to support local needs in Greenwich.</p>	<p>2022/23 student starts³²:</p> <ul style="list-style-type: none"> • Health and Social Work= 333 • Construction and Manufacturing with a key focus on Green Skills and sustainability= 301 • Creative (visual arts) = 175 • Business with a particular focus on digital= 355 • SEND= 275 <p>Current employer engagement level: panels in priority areas at 100%</p> <p>Evidence of development of technical skills supported by employers.</p> <p>Increase in employer partnerships in these subject areas to meet the local needs.</p>	<p>Increase of learner numbers by 2% in these subject areas.</p> <p>100% employer engagement in all priority curriculum areas. (Measure: evidence of meetings and curriculum design/delivery influenced by employer panels)</p>	<p>End 23/24</p>

³² These relate to unique learners starting a course in this curriculum area.

	Investing in staff to ensure the curriculum is designed and delivered to meet our goals, including equity, diversity and inclusion practices and specialist training for staff with a focus on social, emotional and mental health.			
Aims and objectives	How aim contributes to national, regional and local priorities	Current number/performance (and source of this – i.e., how will be measured)	Target number/performance for 2023/24	Deadline
Increase participation for adults through raising awareness of the range of vocational training and qualification available to adults.	<p>Support development of English and maths skills including ESOL.</p> <p>Development of vocationally relevant adult offer, aligned to recommendations from the LSIP relating to specific groups of adults (e.g. over 50s, women, those from black and minoritised backgrounds) in priority sectors.</p> <p>Improve accessibility for adults through different modes of delivery such as distance learning.</p> <p>Supporting local employers, especially SMEs and employees to upskill, improve productivity and support local economic growth and individual social mobility.</p>	<p>Increase participation for adults. 2022/23 6,485 learners aged 19+. 720 of which adult community learners</p> <p>Variable modes of delivery to cater for individual's needs.</p> <p>Increase learner numbers on advanced learner loans and NSF</p>	<p>Increase number of adult learners by 2%</p> <p>Offer to include different modes of delivery.</p> <p>Build partnerships to meet the skills agenda in hard to reach areas and modes of delivery.</p> <p>Increase in participation in the identified areas by 2%.</p>	End 23/24

Aims and objectives	How aim contributes to national, regional and local priorities	Current number/performance (and source of this – i.e., how will be measured)	Target number/performance for 2023/24	Deadline
<p>Continue to increase the College’s impact as an Anchor Institution on the communities it serves.</p>	<p>This supports the London Recovery plan delivered through the London Anchor Institution Network.</p> <p>This responds to the current policy context and the changes to the regulatory operating environment, which places an even greater emphasis on collaboration and partnership. We already proactively ensure that through planned, proactive and mutually beneficial partnerships, we create and add further value to the educational provision we deliver.</p> <p>This also aligns with the emerging LSIP, which emphasises the needs to engage with other phases of the education system, support businesses to reflect the diversity of their communities and the role of targeted community outreach to support employment and learning opportunities.</p>	<p>Increased social value and community wealth building.</p> <p>LSEC 2021/22 social value £20,433,832 (Group social value £33.665m)</p>	<p>LSEC social value for 23/24: £20.43m (Group social value £33.66m)</p>	<p>End 23/24 (data available by April 2025)</p>

Corporation statement and sign off

On behalf of the London South East Colleges Corporation, it is hereby confirmed that the College plan as set out above reflects an agreed statement of purpose, aims and objectives as approved by the Corporation at their meeting on 13 July 2023.

The plan will be published on the college's website within three months of the start of the new academic year and can be accessed from the following link:

Annual Accountability Statement London South East Colleges Corporation



David Eastgate
Chair of Governors

Date: 13 July 2023



Dr Sam Parrett CBE
Principal/Chief Executive and Accounting
Officer

Date: 13 July 2023

Supporting documentation

Examples provided by DfE of approaches to Accountability Agreements

[Accountability examples v1. 1.pdf \(publishing.service.gov.uk\)](#)

London Councils – Intelligent London (2022): [Intelligent London](#).

Ministry of Housing – IMD (2019): [English indices of deprivation 2019 - GOV.UK \(www.gov.uk\)](#).

Gov.uk - NEET & Participation: local authority figures (16-17 year olds) - Participation in education, training and NEET age 16 to 17 by local authority, Academic Year 2021/22 – Explore education statistics – GOV.UK (explore-education-statistics.service.gov.uk) (2022).

ONS – Employment Labour market overview (Feb. 2023): <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/uklabourmarket/february2023> .

Nomis – Local Authority Profile (Jan. 2023): [Labour Market Profile - Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](#).

[Vacancies and jobs in the UK - Office for National Statistics \(ons.gov.uk\)](#) - ONS (Feb. 2023).

Greater London vacancies – Data: Lightcast 2022.1 and Job Posting Analytics (2022): [2022-07-28 LondonSouthEastColleges splus.pptx \(sharepoint.com\)](#).

GLA – Skills Roadmap for London (2022): [Group CEO Directorate - Transformation and Growth - skills roadmap for london.pdf - All Documents \(sharepoint.com\)](#)

Local London Skills Strategy 2022-25 (Aug. 2022): [Group CEO Directorate - Transformation and Growth - DRAFT Local London Skills Strategy 2022-25.pdf - All Documents \(sharepoint.com\)](#)

Explore education statistics – EHCPs, SEN support (gov.uk) (2022): <https://explore-education-statistics.service.gov.uk/find-statistics/education-health-and-care-plans>.

Explore education statistics – KS4 destination measures (2022): [Key stage 4 destination measures, Academic Year 2020/21 – Explore education statistics – GOV.UK \(explore-education-statistics.service.gov.uk\)](#).

Census 2021 – Highest Level of qualification, variation (2023): [Highest level of qualification - Office for National Statistics \(ons.gov.uk\)](#).

<https://explore-education-statistics.service.gov.uk/find-statistics/key-stage-4-destination-measures/2020-21> - Further Education and skills, gov.uk (2023).

Population and household estimates for England and Wales: Census 2021 (2022) - [Population and household estimates, England and Wales - Office for National Statistics \(ons.gov.uk\)](#)

[Unit for Future Skills - GOV.UK \(www.gov.uk\)](#)