

Accountability Agreement

2023 - 2024



**Warrington
& Vale Royal
College**



Foreword

The college consulted on an abridged version of the Accountability Agreement in the period 10th August 2023 - 20th October 2023. During this period, the college received feedback, which was overwhelmingly positive, from a range of partners, some of which follows:

Looking forward to working together as providers in the same location. (Riverside College)

We were pleased to see the college's 8 pledges aligned with key documents, specifically Warrington Borough Council Corporate Strategy 2022-24 and Cheshire West and Chester Council Plan 2020-24. Both documents cite similar themes that local education providers can support and enhance. The college's aspirations and efforts within the Accountability Agreement are well presented alongside the LSIP priorities and there are synergies with the University's Citizen Student Plan and recently developed Education Plan. It is encouraging to see both institutions responding to local skills requirements and local residents' health and wellbeing. (University of Chester).

Great variety of recent skills reports highlighted. Really good document. (Warrington Chamber of Commerce).

From reviewing the college's Accountability Agreement, it is clear that you will utilise the data and labour market intelligence available to inform your vocational offer, and as a result, are looking to develop a more focused approach to the provision at Winsford, namely STEM, health and social care and life sciences. (Cheshire West and Chester Council).

In addition to an unwavering commitment to continue to collaborate with partners, the college has already implemented actions in direct response to feedback from partners, for example:

Liaising with officers at Cheshire West and Chester Council about the emerging needs of young people (especially SEND and NEET) and adults as they happen in real time, avoiding duplication with the Council's own offer and implementing additional flexibilities in delivery where practical.

Working alongside the Warrington Chamber of Commerce to develop the college's offer in advanced engineering to match the ambition in the nuclear sector.

Please note that the action plan for the Accountability Agreement - as detailed in **pages 12 - 19** - has already been embedded into the college's development plan and will be actioned as part of the college's rigorous, cyclical curriculum planning process. The college is committed to developing the Accountability Agreement over time in line with local needs and aspirations and aligned with Local Skills Improvements Plans or similar as they are commissioned and published.



Nichola Newton

Principal and CEO
Warrington & Vale Royal College



Introduction to the Accountability Agreement

The college has written an Accountability Agreement, as it is required to do, in accordance with DfE guidelines for the same published in April 2023 and in response to the Skills for Jobs White Paper.

The Accountability Agreement was approved by the college's Board of Corporation on 4th July 2023 and the Board gave their approval to circulate the Accountability Agreement to key stakeholders for consultation, which concluded on 20th October 2023.

The Accountability Agreement makes 8 college pledges cross referenced to several key documents:

- The Cheshire and Warrington LSIP
- The Warrington Skills Commission report
- Warrington Borough Council Corporate Strategy 2022-2024
- Cheshire West and Chester Council Plan 2020-2024



Summary of Local Skills Priorities

Cheshire and Warrington Local Skills Improvement Plan 2023

The Cheshire and Warrington LSIP has stated priorities across five themes:

1. Technical Skills
2. Accessibility
3. Employability Competencies
4. Careers Education, Information, Advice and Guidance (CEIAG)
5. Education Professionals

1) Technical Skills

Alongside cross two, cross-cutting priorities - Digital and Low Carbon / Green Skills - the LSIP lists Cheshire and Warrington's priority sectors - marked with an asterisk * - that chime with those stated nationally, as follows:

- Manufacturing *
- Construction
- Transport and Storage
- Information and Communication
- Health and Social Care *
- Life Sciences *

2) Accessibility

The LSIP details a list of actionable priorities to meet employer need, with a particular focus for FE and HE providers on accessibility of information and training for employers and for accessibility for those considered to be at a disadvantage.



3) Employability Competencies

The LSIP cites the key employability competencies that employers are looking for as essential to their business as follows:

- Numeracy
- MS Office Skills
- Leadership and management
- Personal productivity
- Equality, Diversity and Inclusion (EDI) awareness
- Emotional Intelligence and resilience
- Communication skills
- Literacy
- Problem solving

4) Careers Education, Information, Advice and Guidance (CEIAG)

The LSIP addresses the developments needed in CEIAG to meet anticipated recruitment challenges, with a particular focus for schools, FE and HE providers to explore career activities and progression pathways that inspire and support young people, aligning interest with opportunity and increasing knowledge and awareness of careers opportunities amongst educational professionals.

5) Education Professionals

The LSIP has identified two key threads relating to Education Professionals: to ensure their capacity to meet skills demands, to upskill them to meet technical course delivery requirements and - in-line with the aspirations for CEIAG above - to ensure they have a sufficient understanding of the careers and job opportunities in local sectors.



Warrington Skills Commission 2023

The report notes that Warrington has responded to the challenges of the twenty-first century with resilience and, in many cases, has fared better than other places in the UK. However, if the town wants to respond as well to future challenges as it has to those of the recent past, it needs an agile skills policy, built for the growing challenges of the time. With this in mind, the report's recommendations are divided into three key categories: collaboration, alignment and preparation.

Collaboration

- Seek a new regional devolved skills settlement from national government
- Expand coordination between stakeholders via a new skills body
- Consolidate a single online skills portal
- Improve learner engagement in skills information
- Conduct representative polling via a polling agency and collect comprehensive destination data for learners leaving Warrington
- Help employers to take advantage of and collaborate on the apprenticeship levy

Alignment

- Maintain a vision of skills training aligned with employer needs
- Target key growth areas for skills provision, specifically information technology, logistics and e-commerce, green industries, retrofit work and care work.
- Replenish skills that are ageing out of the labour market
- Offer soft skills training to all learners
- Celebrate fair employment practices via a fair employment charter
- Confront problems with Equality, Diversity and Inclusion (EDI) in Warrington
- Start early in breaking down barriers to training
- Conduct more regular skills reviews and analysis



Preparation

Net Zero

- Adopt a forecast-led skills strategy
- Create a retrofit-ready workforce
- Improve access to skills training through public transport
- Green training provision across education

Care Economy

- Further expansion and consolidation of 'Warrington Together'
- Address the cause of recruitment and retention difficulties such as low pay and poor working conditions in the sector
- Regular training opportunities for workers

Digital Futures

- Core digital skills training for all school age leavers
- Make digital skills readily accessible to adult learners and the employed
- Digital training initiatives for the economically inactive and unemployed
- Build automation resilience into Warrington's skills provision



Summary of Local Authority Priorities

Warrington Borough Council Corporate Strategy 2022-2024

Warrington Borough Council have listed several pledges and priorities as follows:

1. Residents live healthy, happy and independent lives:

- people are healthy, safe and well
- enable a healthier start to life
- high quality education and youth facilities
- early intervention to prevent long-term health conditions arising
- tackle food poverty and help those greatest in need.

2. Everyone benefits from a thriving economy:

- a place where businesses invest and thrive
- a place that provides opportunity for all
- invest in and provide access to the right employment, skills and education.

3. Communities are safe, strong and our most vulnerable are protected:

- a safe place
- safeguard children and adults and protect the most vulnerable
- people have opportunities to thrive
- a place of culture, sport, wellbeing and lifelong learning
- empowered, resilient and independent communities
- actively support our residents, businesses and communities impacted by coronavirus.

4. Warrington is clean, green and vibrant:

- make better use of natural spaces to improve climate change and green travel
- improve air quality
- effective waste management
- make best use of green spaces and natural resources
- streets and public places are clean
- sustainable transport and travel.



Cheshire West and Chester Council Plan 2020-2024

Cheshire West and Chester Council have listed their priorities as follows:

- Tackle the climate emergency
- Grow the local economy and delivery good jobs with fair wages for residents
- Support children and young people to make the best start in life and achieve their full potential
- Enable more adults to live longer, healthier and happier lives
- Make neighbourhoods even better places to call home
- (Become) an efficient and empowering Council.



College Pledges

The college has made 8 pledges cross-reference to each of the priorities - see below - and these are also listed and cross referenced to key documents in the table that follows.

1. Whilst the first phase of the LSIP is set to focus on manufacturing, health and social care and life sciences, there is an acknowledged resonance between wider national and sub-regional priorities as follows:
 - Construction
 - Advanced Manufacturing and Engineering
 - Digital, Technological and Creative
 - Health and Social Care
 - Science and Maths
 - Haulage and Logistics * not yet part of the college's curriculumfor which the college will continue to invest in and develop a range of employer-led, high-quality education and skills training opportunities through T levels, Apprenticeships, Free Courses for Jobs, Skills Bootcamps and HTQs.
2. Very closely aligned with the LSIP (phase one) priorities, the college will develop a distinct STEM identity and brand for the Winsford campus aligned with recent investment (in manufacturing and engineering) and the aspirations of the Institute of Technology (for life sciences, health and care). In addition, the college will continue to explore possibilities for the viable expansion of its provision across Winsford and Northwich, for example, in construction trades and/or through engagement with the Knights Grange project, as and when this develops.
3. Working collaboratively with partners, the college will ensure that its ACL is focused on stated, national funding priorities in the communities where it is most needed across Warrington, Winsford and Northwich. ACL priorities as follows:
 - Engaging and building confidence
 - Preparation for further learning
 - Preparation for, and supporting routes into, employment
 - Improving essential skills (English, ESOL, maths, digital)
 - Equipping parents / carers to support children's learning
 - Health and wellbeing
 - Developing stronger communities.



4. The college will continue to embed careers, employability skills and work-readiness into its education and skills training, responding to those listed in the LSIP as follows:
 - Numeracy
 - MS Office Skills
 - Leadership and management
 - Personal productivity
 - Equality, Diversity and Inclusion (EDI) awareness
 - Emotional Intelligence and resilience
 - Communication skills
 - Literacy
 - Problem solving.
5. Leading by example, the college will continue to embed and develop generic and sector-contextual digital skills into its education and skills training.
6. Leading by example, the college will continue to embed the principles of sustainability and sector-contextual 'green skills' into its education and skills training.
7. The college will continue to tackle the consequences of disadvantage; closing attainment gaps where they are evident and will work with partners to develop its SEND provision and assist in reducing those who are NEET - in communities where they are prevalent in Warrington, Winsford and Northwich - supporting their routes into employment.
8. In line with its values and People Plan, the college will recruit and retain education professionals to deliver high quality, employer-led education and skills training, ensuring that they have up to date knowledge and understanding of priority sectors and their future skills needs.



The College's Contribution (Pledges) to National, Regional and Local Priorities aligned with:

- Cheshire and Warrington LSIP themes and priorities
- Warrington Skills Commission (WSC) draft recommendations
- The priorities articulated in Warrington Borough Council's (WBC) Corporate Strategy 2022-2024
- The priorities articulated in Cheshire West and Chester Council (CW&C) Plan 2020-2024.

College Pledge in Response to National, Regional and Local Priorities	CDP XRef	Outcome Measures, Targets and Timescale	ELT / SLT Lead(s)
<p>1. The college will continue to invest in and develop a range of employer-led, high-quality education and skills training opportunities through T levels, Apprenticeships, Free Courses for Jobs, Skills Bootcamps and HTQs.</p> <ul style="list-style-type: none"> • Construction • Advanced Manufacturing and Engineering • Digital, Technological and Creative • Health and Social Care • Science and Maths • Haulage and Logistics* <p>*not yet part of the college's curriculum, for investigation</p> <p>Aligns with:</p> <p>LSIP</p> <ul style="list-style-type: none"> • Theme 1: Technical Skills • Theme 2: Accessibility (of training) <p>WSC</p> <ul style="list-style-type: none"> • Collaboration: improve learner engagement in skills information, help employers take advantage of the apprenticeship levy • Alignment: skills training aligned with employer needs, target key growth areas, replenish skills that are ageing out of the workforce, conduct regular skills reviews and analysis • Preparation: net zero, care and digital futures <p>WBC priorities</p> <ul style="list-style-type: none"> • High quality education and youth facilities • Invest in and provide access to the right employment, skills and education • People have opportunities to thrive <p>CW&C priorities</p> <ul style="list-style-type: none"> • Grow our local economy and deliver good jobs with fair wages for our residents • Support children and young people to make the best start in life and achieve their full potential 	<p>2.1</p> <p>2.3</p> <p>2.4</p> <p>2.5</p> <p>6.1</p>	<p>Investment (from 2019 to date) in:</p> <ul style="list-style-type: none"> • Construction and Civil Engineering - £4.6m • Advanced Manufacturing and Engineering - £0.6m • Digital, Technological and Creative - £2m • Health and Social Care - £1m • Science and Maths - £2.1m <p>In chronological order:</p> <ul style="list-style-type: none"> • T levels in all stated priority sectors by 2024/5 • Apprenticeships in all stated priority sectors by 2024/5 • Free Courses for Jobs for entry into all priority areas by 2024/5, focused on poorest areas of Warrington, Winsford and Northwich • Skills Bootcamps in all stated priority sectors by 2025/26 • HTQs in all stated priority areas by 2027/8 <p>Keep abreast of the needs and demands of the haulage and logistics sector, especially with the requirements for professional roles and import and export post-Brexit, responding with education and skills training where needed.</p>	<p>VP Curriculum</p> <p>AP Business Responsiveness and Growth</p> <p>Curriculum Directors</p>

College Pledge in Response to National, Regional and Local Priorities	CDP XRef	Outcome Measures, Targets and Timescale	ELT / SLT Lead(s)
<p>2. Very closely aligned with the LSIP (phase one) priorities, the college will develop a distinct STEM identity and brand for the Winsford campus aligned with recent investment (in manufacturing and engineering) and the aspirations of the Institute of Technology (for life sciences, health and care). In addition, the college will continue to explore possibilities for the viable expansion of its provision across Winsford and Northwich, for example, in construction trades and/or through engagement with the Knights Grange project, as and when this develops</p> <p>Aligns with:</p> <p>LSIP</p> <ul style="list-style-type: none"> • Theme 1: Technical Skills • Theme 2: Accessibility (of training) <p>CW&C priorities</p> <ul style="list-style-type: none"> • Grow our local economy and deliver good jobs with fair wages for our residents • Support children and young people to make the best start in life and achieve their full potential 	6.6	<p>Investment in the Winsford campus (from 2019 to date) in:</p> <ul style="list-style-type: none"> • Advanced Manufacturing and Engineering - £0.6m • Health and Social Care - £1m • Life Sciences - £2.1m <p>At the Winsford campus and in chronological order:</p> <ul style="list-style-type: none"> • T levels in IoT related sectors (health sciences and health) by 2024/5 • Apprenticeships in all stated STEM sectors by 2024/5 • Free Courses for Jobs for entry into all STEM areas by 2024/5, focused on poorest areas of Warrington and Winsford • Skills Bootcamps in all stated STEM sectors by 2025/26 • HTQs in all stated STEM areas by 2027/8 <p>Continued partnership working with Cheshire West & Chester Council to explore possibilities for the viable expansion of college provision across Winsford and Northwich. Engagement with Knights Grange developments.</p>	<p>VP Curriculum</p> <p>AP Business Responsiveness and Growth</p> <p>Curriculum Directors</p>



College Pledge in Response to National, Regional and Local Priorities	CDP XRef	Outcome Measures, Targets and Timescale	ELT / SLT Lead(s)
<p>3. Working collaboratively with partners, the college will ensure that its ACL is focused on stated, national funding priorities in the communities where it is most needed across Warrington, Winsford and Northwich. ACL priorities as follows:</p> <ul style="list-style-type: none"> Engaging and building confidence Preparation for further learning Preparation for, and supporting routes into, employment Improving essential skills (English, ESOL, maths, digital) Equipping parents / carers to support children's learning Health and wellbeing Developing stronger communities <p>Aligns with:</p> <p>LSIP</p> <ul style="list-style-type: none"> Theme 2: Accessibility (of training for those at a disadvantage) Theme 3: Employability competencies <p>WSC</p> <ul style="list-style-type: none"> Collaboration: expand coordination between stakeholders Alignment: soft skills Preparation: care and digital futures <p>WBC priorities</p> <ul style="list-style-type: none"> People are healthy, safe and well Early intervention to prevent long-term health conditions arising Tackle poverty and help those in greatest need Invest in and provide access to the right employment, skills and education People have opportunities to thrive Empowered, resilient and independent communities <p>CW&C priorities</p> <ul style="list-style-type: none"> Enable adults to live longer, healthier and happier lives 	<p>2.5</p> <p>3.5</p>	<p>ACL provision aligned with national priorities by 2024, focused on communities most in need across Warrington, Winsford and Northwich.</p> <p>An improved college presence and increased ACL delivery in communities that most need it, with an enhanced focus and accelerated remit on those in Winsford and Northwich.</p>	<p>VP Curriculum</p> <p>AP Business Responsiveness and Growth</p> <p>Curriculum Directors</p>



College Pledge in Response to National, Regional and Local Priorities	CDP XRef	Outcome Measures, Targets and Timescale	ELT / SLT Lead(s)
<p>4. Leading by example, the college will continue to embed careers, employability skills and work-readiness into its education and skills training including the development of transferable skills valued by employers and articulated in existing models such as Skills Builder as follows: listening, speaking, problem solving, creativity, staying positive, aiming high, leadership and teamwork.</p> <p>Aligns with:</p> <p>LSIP</p> <ul style="list-style-type: none"> • Theme 3: Employability competencies • Theme 4: Careers education, information, advice and guidance (CEIAG) <p>WSC</p> <ul style="list-style-type: none"> • Collaboration: improve learner engagement in skills information • Alignment: soft skills training <p>WBC priorities</p> <ul style="list-style-type: none"> • Invest in and provide access to the right employment, skills and education • People have opportunities to thrive <p>CW&C priorities</p> <ul style="list-style-type: none"> • Support children and young people to make the best start in life and achieve their full potential 	2.2	All elements are included in curriculum intent, design and sequencing documentation by 2024.	VP Curriculum Curriculum Directors



College Pledge in Response to National, Regional and Local Priorities	CDP XRef	Outcome Measures, Targets and Timescale	ELT / SLT Lead(s)
<p>5. Leading by example, the college will continue to embed and develop generic and sector-contextual digital skills into its education and skills training.</p> <p>Aligns with:</p> <p>LSIP</p> <ul style="list-style-type: none"> • Theme 1: Technical Skills • Theme 2: Accessibility (of training) <p>WSC</p> <ul style="list-style-type: none"> • Alignment: key growth areas IT, e-commerce • Preparation: digital futures <p>WBC priorities</p> <ul style="list-style-type: none"> • Invest in and provide access to the right employment, skills and education • People have opportunities to thrive <p>CW&C priorities</p> <ul style="list-style-type: none"> • Support children and young people to make the best start in life and achieve their full potential 	<p>4.3</p> <p>4.4</p>	<p>All curriculum areas have established high-quality hybrid learning as the norm by 2025.</p> <p>Sector-contextual digital skills are included in curriculum intent, design and sequencing documentation by 2024.</p>	<p>VP Curriculum</p> <p>Curriculum Directors</p> <p>Director of Teaching and Learning and Professional Development</p>



College Pledge in Response to National, Regional and Local Priorities	CDP XRef	Outcome Measures, Targets and Timescale	ELT / SLT Lead(s)
<p>6. Leading by example, the college will continue to embed the principles of sustainability and sector-contextual 'green skills' into its education and skills training.</p> <p>Aligns with:</p> <p>LSIP</p> <ul style="list-style-type: none"> • Theme 1: Technical Skills • Theme 2: Accessibility (of training) <p>WSC</p> <ul style="list-style-type: none"> • Alignment: key growth areas green industries, retrofit • Preparation: net zero <p>WBC pledge</p> <ul style="list-style-type: none"> • Our town is clean, green and vibrant <p>CW&C priorities</p> <ul style="list-style-type: none"> • Tackle the climate emergency 	<p>5.3</p> <p>5.4</p>	<p>Key targets from Carbon Management Plan are achieved:</p> <ul style="list-style-type: none"> • Reduce carbon emissions (scope 1 & 2) by 10% from 665 tonnes currently to 598 tonnes by 2024/25 • Reduce carbon footprint (scope 1 & 2) by 10% from 1.34 tonnes per staff member currently to 1.2 tonnes per staff member by 2024/25 • Generate 25% of our own electricity at the Warrington campus through the installation of Solar PV panels on site by 2024/25 • Reduce printing units by 10% from the equivalent of 7.23 trees (582,000 sheets) y/end 2021/22 to 6.5 trees (523,800 sheets) by 2024/25 <p>Principles of sustainability and sector-contextual 'green skills' are included in curriculum intent, design and sequencing documentation by 2024, leading to raised awareness, attitudinal change and positive action.</p>	<p>DP Finance and Resources</p> <p>VP Curriculum</p> <p>Curriculum Directors</p>



College Pledge in Response to National, Regional and Local Priorities	CDP XRef	Outcome Measures, Targets and Timescale	ELT / SLT Lead(s)
<p>7. The college will continue to tackle the consequences of disadvantage; closing attainment gaps where they are evident and will work with partners to develop its SEND provision and assist in reducing those who are NEET - in communities where they are prevalent in Warrington, Winsford and Northwich - supporting their routes into employment.</p> <p>Aligns with:</p> <p>LSIP</p> <ul style="list-style-type: none"> • Theme 2: Accessibility (of training for those at a disadvantage) <p>WSC</p> <ul style="list-style-type: none"> • Alignment: soft skills training, confront EDI issues, breaking down barriers to learning <p>WBC priorities</p> <ul style="list-style-type: none"> • Tackle poverty and those in greatest need • Invest in and provide access to the right employment skills and education • Safeguard our children and adults and protect the most vulnerable • People have opportunities to thrive <p>CW&C priorities</p> <ul style="list-style-type: none"> • Support children and young people to make the best start in life and achieve their full potential 	<p>1.6</p> <p>1.8</p> <p>3.1</p>	<p>The college will reduce the attainment gap for students with learning difficulties on adult and apprenticeship programmes to <3% by 2024.</p> <p>Evident outcomes of work with partners to further develop SEND provision and supported routes into employment, assisting to reduce NEET in areas where they are prevalent in Warrington, Winsford and Northwich.</p>	<p>VP Curriculum</p> <p>Curriculum Directors</p>



College Pledge in Response to National, Regional and Local Priorities	CDP XRef	Outcome Measures, Targets and Timescale	ELT / SLT Lead(s)
<p>8. In line with its values and People Plan, the college will recruit and retain education professionals to deliver high quality, employer-led education and skills training, ensuring that they have up to date knowledge and understanding of priority sectors and their future skills needs.</p> <p>Aligns with:</p> <p>LSIP</p> <ul style="list-style-type: none"> • Theme 1: Technical Skills • Theme 2: Accessibility (of training) • Theme 4: Careers Education, Information, Advice and Guidance (CEIAG) • Theme 5: Education Professionals <p>WSC</p> <ul style="list-style-type: none"> • Collaboration: improve learner engagement in skills information • Alignment: skills training aligned with employer needs <p>WBC priorities</p> <ul style="list-style-type: none"> • High quality education and youth facilities • Invest in and provide access to the right employment, skills and education • People have opportunities to thrive <p>CW&C priorities</p> <ul style="list-style-type: none"> • Grow our local economy and deliver good jobs with fair wages for our residents • Support children and young people to make the best start in life and achieve their full potential 	6.4	<p>To recruit and retain the right number and calibre of education professionals the college will:</p> <ul style="list-style-type: none"> • campaign to attract industry experts to the college including consultants to deliver bespoke skills training to employers • make use of the Taking teaching Further programme to recruit industry experts and equip them with the requisite skills to teach • use 'Golden Hellos' and a review of salary points to attract industry experts where sectoral pay is high <p>To ensure our education professionals have up to date knowledge and understanding of their sectors and future sector skills needs the college will safeguard time for them to:</p> <ul style="list-style-type: none"> • engage in internal, cross-college CPD • engage in regular industrial updating with employers and other sector-stakeholders • attend course specific training, for example, T levels, apprenticeships and HTQs • engage in 'best in class' visits to other providers 	<p>DP Finance and Resources</p> <p>VP Curriculum</p> <p>Curriculum Directors</p> <p>Director of Human Resources</p> <p>Director of Teaching and Learning and Professional Development</p>

