



ACCOUNTABILITY STATEMENT

NEWHAM SIXTH FORM COLLEGE
2022/23 - 2024/25



PURPOSE:

NewVic is a longstanding part of the Newham community. Situated on a single-site campus in Plaistow, it is one of the largest sixth form colleges in London, with just under 3000 students. It is committed to playing an active and vital role in the area's enhancement and economy by promoting social mobility and preparing students for life in modern Britain. It seeks to work innovatively and collaboratively with the wider community to achieve this. The majority of our students will progress to Higher Education before entering employment and meeting local and regional skills needs. The College is committed to giving young people a second chance and allowing them the opportunity to fulfil their aspirations and improve life outcomes.

MISSION:

To include, nurture, educate and empower students.

VISION:

NewVIC students to become successful citizens through excellent education and by celebrating everyone in our diverse community.

THE STRATEGIC PLAN

A new three-year strategic plan has been written to align with the 2022/23 - 2024/25 period. The plan was approved by Corporation members following consultation with the entire staff body, students and external stakeholders, and is accompanied by a set of Key Performance Indicators which are monitored by the Corporation.

STRATEGIC OBJECTIVE 1:

Protecting NewVlc's future for our students.

NewVlc will be proactive, responsive and seek to influence local and national policy changes, proposals and initiatives. We will ensure that for the foreseeable future, NewVlc is positioned in a way that allows us to:

- Continue to be a fully inclusive college. A college that supports students from all backgrounds and with all abilities to progress to positive destinations.
- Keep and develop the ethos, values and culture of our college.
- Shape our own destiny to support our local communities.
- Collaborate with local partners including schools, colleges, universities and employers.
- Measure impact of our success against KPIs and this plan.





STRATEGIC OBJECTIVE 2:

Providing an exemplary student experience leading to successful outcomes.

We will work towards a culture of learning, supporting staff to continually raise expectations and aspirations for our students. Systems and processes will allow us to improve the student experience to ensure they are able to progress to their next destination. To do this, we will:

- Set ourselves and our students ambitious and demanding targets.
- Regularly review our processes and invest in our systems to allow for detailed monitoring and analysis of our students' performance and progress.
- Refine our processes and systems to provide more timely and accurate qualitative information and quantitative data.
- Identifying and supporting the sharing of best practice as well as helping to identify and improve areas.
- Create appropriate action plans which drive towards a higher quality experience for all our students.
- Have a specific focus on equality and diversity including SEND students.
- Ensure that students secure their desirable destinations in further study, employment or training.
- Continue to invest in the training and development of staff.



STRATEGIC OBJECTIVE 3:

Having an inclusive and wide provision for our students.

Our curriculum offer will be broad and relevant and have a holistic approach and will develop subject knowledge, life skills and employability skills. To achieve this, we will:

- Work with local and national providers and employers to help determine the best curriculum offer that is broad and inclusive.
- Plan and review the curriculum offer annually and make changes in light of local demand and employers' needs.
- Embed skills development within every students' curricula.

STRATEGIC OBJECTIVE 4:

Focusing on our students' wellbeing and safety.

Our students will describe us as providing them with an outstanding student experience. To achieve this, we will:

- Create an environment that ensures students feel confident and part of a supportive, safe environment that enables them to develop.
- Improve our support for students' physical and mental wellbeing so that they feel supported and able to share their concerns in a non-threatening environment.
- Work with our students to produce a charter that prioritises and enhances their wellbeing.
- Continuing to promote and support the ethos of inclusivity and respect for all.
- Build strong partnerships with the local community, police and other organisations to help ensure the safety of our students.
- Ensure that students are equipped with materials to enable them to continue study at home in the event of an unexpected situation.





STRATEGIC OBJECTIVE 5:

Collaborating and focusing on our staff so they can focus on our students.

The success of our students relies on the wellbeing of our staff. We will support the wellbeing of all our staff to enable them to support our students as well as make NewVIc an excellent organisation to work in. To achieve this, we will:

- Write a HR Charter that supports the wellbeing and safety of our staff.
- Invest in resources and equipment, including technologies that enhance teaching, learning and support.
- Promote career development through a comprehensive CPD offer.

STRATEGIC OBJECTIVE 6:

Promoting Equality and Diversity amongst all our staff and students.

We will raise respect and understanding towards every person in NewVic and celebrate our differences and similarities. To do this we will:

- Ensure teaching and learning, support, enrichment and curriculum development drive the promotion and celebration of all aspects of Equality and Diversity.
- Address achievement and success levels of different groups of students and eliminate gaps in achievement.
- Tackle inequality and discrimination, and remove barriers to improve inclusion.
- Commit to improving diversity in our teams, staff and governors.
- Identify best practice and increase expertise in Equality and Diversity, engaging with, and learning from internal and external stakeholders.

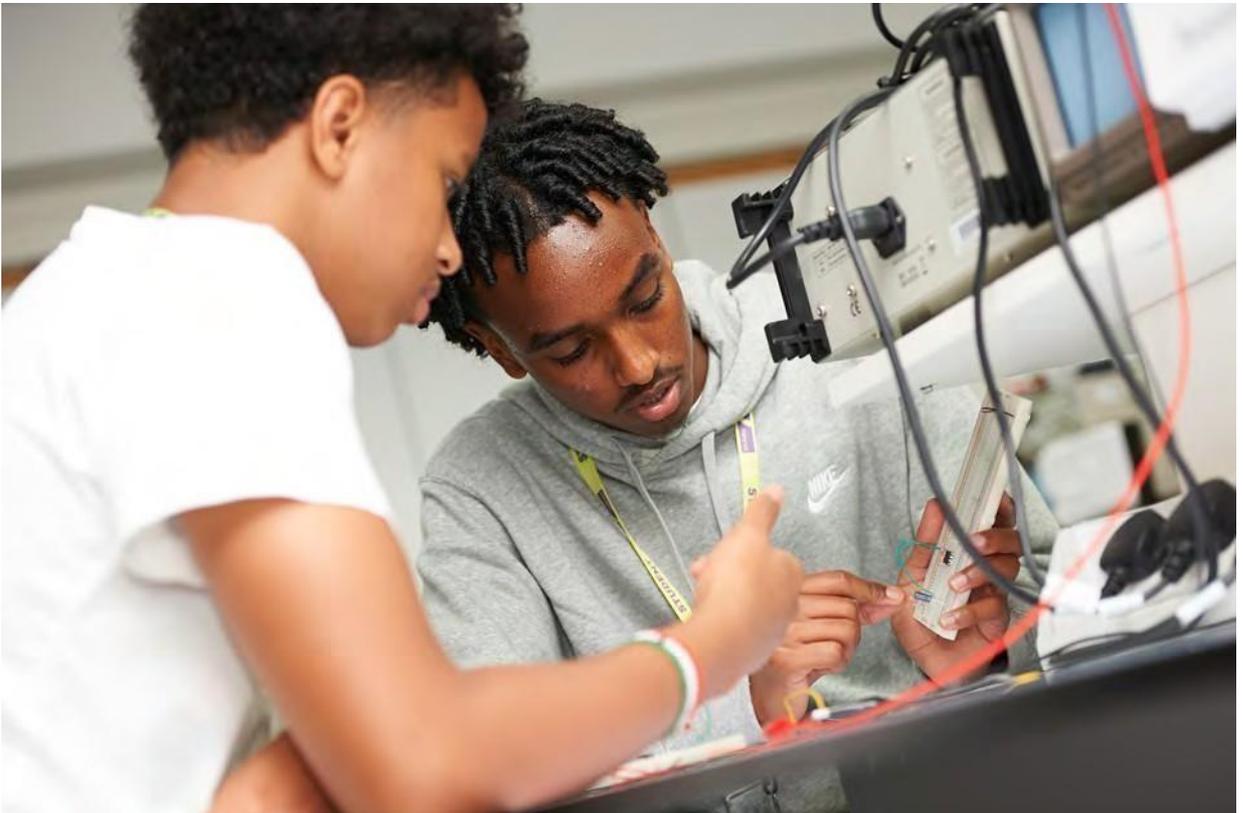


STRATEGIC OBJECTIVE 7:

Maintaining financial sustainability for our staff and students.

NewVlc will ensure sound financial planning and management, ensuring this is kept under constant scrutiny and regularly reviewed to ensure our long-term solvency. This will be achieved by:

- Reviewing and agreeing the curriculum offer and recruiting to those courses.
- Setting realistic student numbers and financial targets, whilst maintaining high quality and diversity of provision.
- Rigorous financial planning and management.
- Continually measuring ourselves against ESFA and national benchmarks and action planning improvements.
- Investment in the future of the college.
- Financial sustainability.





STRATEGIC OBJECTIVE 8:

Providing an appropriate work and study environment for our staff and students.

We will look to significantly enhance the estate to ensure it is a fit for purpose environment for staff, students and our community. To do this, we will:

- Create a new property master plan by consulting with staff and students.
- Write a new property strategy with a strong focus on sustainability.
- Have demonstrable progress on the re-development of our estate.
- Provide accommodation to facilitate excellent teaching, learning and support.

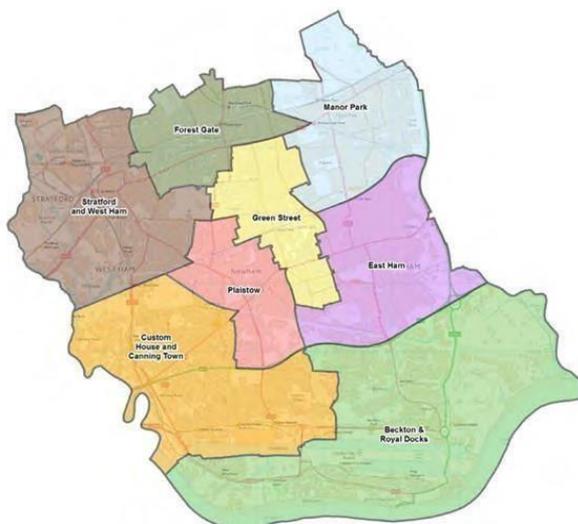
THE CURRICULUM STRATEGY

The curriculum strategy will inform an innovative and evidence-based curriculum which reflects the needs of our diverse students and their aspirations. It will not only respond to the needs of the labour market, but allow the opportunity for social mobility, by equipping our students with the know how to succeed. It is paramount that the curriculum has social purpose at its heart and embraces the aspirations of our diverse students and staff.

THE COMMUNITY & CONTEXT

The population of Newham in 2018, was 353,245 and it is projected that population will increase 465,435 in 2030 and 508,097 by 2050. Newham has the seventh highest population in Greater London, with the population of 16-19year olds in Newham set to increase up to 2030.

In terms of the make up of Newham¹, 53% of the population is male and 47% female. The ethnic makeup at the time was 30.8% White, 15.9% Bangladeshi, 11% Indian, 11.6% Black African, 8.9% Pakistani, 4.7% Other Asian, 3.9% Black Caribbean. Other smaller ethnic minority communities make up another 3.9%. Consequently, the students at NewVIc reflect the community, with 89% of the students from ethnic minority backgrounds, of which 56% are from Asian/Asian British and 21% are from Black/African/Caribbean.



Areas surrounding Newham²

¹<https://www.newham.info/population/#/view-report/63aedd1d7fc44b8b4dff-cd868e84eac/iaFirstFeature/G3>

²<https://www.newham.gov.uk/downloads/file/3713/neighbourhood-plan-ning-a4-v8>

HOUSING & EDUCATION

In 2017, there were 112,560 properties in Newham with 25% of the households recorded as overcrowded. In addition, over 60% of properties were either rented from Local Authority/ Housing Association or rented from a private landlord.

In 2015/16 data 63.1% of students achieve grades A* - C in both English and mathematics, this is 3.8% higher than the average for students in England. However, the average point score in best 3 A level entries in the same academic year was 34.9% which is 0.1 lower than England. In addition, 15.8% of A level students in Newham achieved at least three grades at AAB or better, at least two of which were in facilitating subjects, this was 1.2% lower than the students in England.

The student body at NewVIC reflects the community of Newham as just over 75% of students attending NewVIC are from Newham with the remainder coming from neighbouring boroughs. However, despite the statistics above, 40.9% of students enrolled at the college do so, without maths or English GCSEs at grades 9-4, and 21.6% are enrolled with neither subject. In addition, over 90% of our students are entitled to some form of bursary. The College has lower GCSE requirements in comparison to local colleges to maintain its commitment to being an inclusive college.

ECONOMY & EMPLOYMENT³

Newham is located at the heart of Britain's fastest growing economic region, the Olympic legacy and London's only Enterprise Zone at the Royal Docks are bringing thousands of new knowledge - based jobs in cutting edge industries to the area. The new Elizabeth line will open up new employment and enterprise centres. However, developments in these areas lie in close proximity to the most deprived communities in the whole country, and these communities can only benefit through levelling up with the intervention from the public sector.

³ <https://iao.blob.core.windows.net/publications/reports/f11c199d237c4cb79bca5427b-fe8511d/E09000025.html>

The Connected to Opportunities bid therefore focusses on connecting communities in Newham with opportunities. The College will play a role in the area of 'Connections to Employment' by providing space for training and education through an evidence based, innovative curriculum.

Currently 76.1%⁴ of the population aged between 16-64, in Newham are employed of which 83.2% are male and 68.1% are female. The overall figure is similar to the London rate at 76.2%, however, in London the percentage of males employed is in comparison lower at 80.8% and higher for females at 71.%.

When considering the sectors of work by gender (2021), the top four employment groups with the highest proportion of females were 25% professional occupations, 15.4% caring, leisure and other service occupations, 14.9% associate professional & technical occupations and 14.2% administrative and secretarial. However, the top four employment groups for males in Newham were 26.6% professional, 13.3% sales and customer service, 12.2% associate professional and technical occupations, and 11.8% managers, directors and senior officials. When looking at industry of employment by gender, 39.4% of females are public admin, education and health, followed by 21% in banking, finance and insurance and 18.1% in distribution, hotels and restaurants. However, 27.1% of males are in the banking, finance & insurance industry, followed by 23.3% in transport & communications, 21.8% distribution, hotels and restaurants. When looking at earnings, excluding the self-employed the median annual pay for male full time workers in Newham, in 2021 was £35,680 which is slightly higher than England at £33,717, for females it was £33,309, which is higher than the pay in England at £28,311.

More recently, a discussion based on the circular economy (limited to waste management, recycling and repair) as a system allows the exploration of not just 'core' circular economy jobs but those that indirectly support and enable circular businesses.

⁴ <https://www.newham.info/economy-and-employment/#/view-report/9e93e3faae-4c449084e459fcd86e88d0/iaFirstFeature/G3>

Currently, London's circular economy contributes £11bn to London's economy. This could grow to £24.4bn by 2030, thus, benefitting not only the people in the locality, in terms of job creation and employment opportunities but bringing with it substantial environmental gains. The College will look to indirectly support the circular economy through provision of relevant education and continue to support students with timely careers information, advice and guidance about progression possibilities.

THE LOCAL SKILLS IMPROVEMENT PLAN

The strategic priorities of the LSIP are aligned to the skills needs identified by the Mayor. These skills needs are based in those sectors where there are currently, or envisaged growing number of vacancies as reported by employers and thus preventing growth of the sector or have identified skills needs at Level 3, and/or will potentially improve diversity and representation disproportionately affected by the pandemic. The identified sectors are construction (including, built environment and engineering), creative, health and social care and hospitality. It was reported that employers were struggling to recruit at all skills levels: almost half report challenges finding highly skilled specialists (49%), technical and support roles (43%), managers (35%), skilled trades (30%) and sales and customer service roles (26%). It was also reported that in the next two to five years digital skills would be the most in demand skill, with more than half of those who responded to the survey reporting a need for advanced level digital skills. When discussing transferable skills, the following were reported as being in demand, negotiation, resilience, basic maths, English and green skills.

CONTRIBUTION TO LOCAL, REGIONAL NATIONAL SKILLS

The curriculum is informed by the Curriculum Strategy which is aligned to the local, regional and national skills demand. Consequently, the college responds to the local context and demand by offering a broad and comprehensive 16-19 curriculum.

This offer ranges from Entry Level to Level 3, offering a choice of 28 subjects on the A-level programmes and 74 vocational programmes including T levels and Transition courses. The college also offers a full-time GCSE programme for late arrivals in the borough, ESOL to students for whom English is not their first language, and a small but well established Foundation Learning provision. The College has a small number of students with Education & Health Care Plans (EHCP) and/or High Needs, and a significant number of students with Exam Access Arrangements and/or Additional Learning Support. To ensure the College offers an equitable experience to all students, specialist support staff collaborate with curriculum, exams and pastoral teams to provide a high quality student experience.

The College reviews the curriculum annually and more recently introduced the T Level in Health with an occupational specialism into Adult Nursing as well as a T level in Construction with an occupational specialism in Design, Surveying and Planning, both of which support the strategic priorities of the LSIP. The College will also be offering customer service at Level 2 to support progression into employment.

The College has committed to supporting a green curriculum and undertaken a scoping activity to understand the naturally occurring possibilities, the catalyst for this work was the collaboration with the London South East SDF project in 22/23. The College continues to work in collaboration with this network of colleges and sixth forms, to further the green skills agenda and future-proof the outcomes for our students.

NewVlc prides itself on providing a wide-ranging curriculum offer and the college promotes an aspirational culture within this comprehensive environment. The college is committed to widening participation, developing skills and opportunities, and raising achievement and progression for all young people in the borough and makes a substantive contribution to the borough's post-16 participation rates.

CORPORATION STATEMENT

On behalf of Newham Sixth Form College corporation, it is hereby confirmed that the plan as set out above reflects an agreed statement of purpose, aims and objectives as approved by the corporation at their meeting on 12 July 2023.

Chair of Governors



Dated: 21 July 2023

Principal & Chief Executive Officer



Dated: 21 July 2023



[newvic.ac.uk](https://www.newvic.ac.uk)

Newham Sixth Form College (NewVic)
Prince Regent Lane,
London E138SG

T 020 7473 4110

F 020 7511 9463