

Annual Accountability Statement

2023/2024 Academic Year

1. College Mission and Purpose

Bishop Burton College's mission is 'Growing Potential for Sustainable Futures'

The purpose of the College is to provide students with the skills and knowledge needed to secure rewarding careers in the industries and communities we serve, transforming lives through high quality education, training and support.

The College delivers a high proportion of Level 3 specialist technical qualifications which serve the national need for land-based skills. In addition to this, the College makes best use of its excellent facilities to deliver skills required locally, regionally and nationally across a range of subject areas.

We welcome students and apprentices into the College community which is driven by the College values, these are:

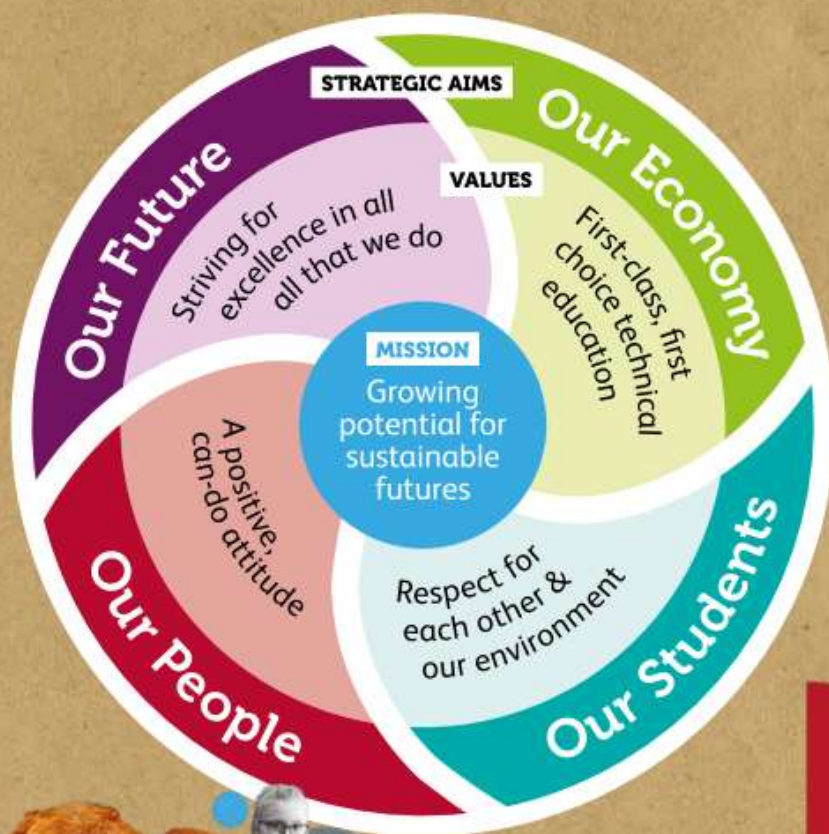
First class, first choice technical education
Striving for excellence in all that we do
Respect for each other and the environment
A positive can-do attitude

Strategic Aims and Objectives

Bishop Burton College has a number of strategy documents. Our five-year Strategic Plan was approved by the College Board in 2021, and can be found [here](#). Since its publication, national skills policy has developed; this annual accountability statement aligns to the introduction of Local Skills Improvement Plans (LSIPs) in May 2023, refocussing elements of the general further education curriculum to ensure the College contributes to the delivery of local and regional priorities identified through the Hull and East Yorkshire and Lincolnshire LSIPs.

Bishop Burton is a specialist Land-based college, the strategic aims below are written from this perspective outlining our priorities identified in our Strategic Plan.

Our Strategic Aims



Our Future

Ensure the college's sustainable future

- F1 Develop high quality enterprise activity
- F2 Ensure excellent financial planning
- F3 Ensure the financial strategy improves facilities and resources
- F4 Reduce the college's carbon footprint and protect the environment

Our People

Empower our people

- P1 Attract and retain talented and capable staff
- P2 Develop and support our people to achieve the strategic aims of the college
- P3 Develop a culture and ethos that enables staff to grow and succeed
- P4 Develop and support effective leadership and management

Our Students

Develop and support students to ensure they achieve their full potential

- S1 Continuously review and improve inclusive teaching, learning assessment and feedback
- S2 Provide support to meet the needs of all students, enhancing their employability skills and enabling them to progress into meaningful careers.
- S3 Improve the student experience through the relentless pursuit of excellence
- S4 Ensure the highest standards of health and safety and safeguarding

Our Economy

Support sustainable economic development within the region and beyond

- E1 Promote the college's reputation as a leading provider of specialist education and training to achieve growth
- E2 Continuously develop innovative solutions to meet employer needs
- E3 Build successful partnerships to provide industry specific learning opportunities
- E4 Engage with the local, regional and national communities we serve



Context and Place

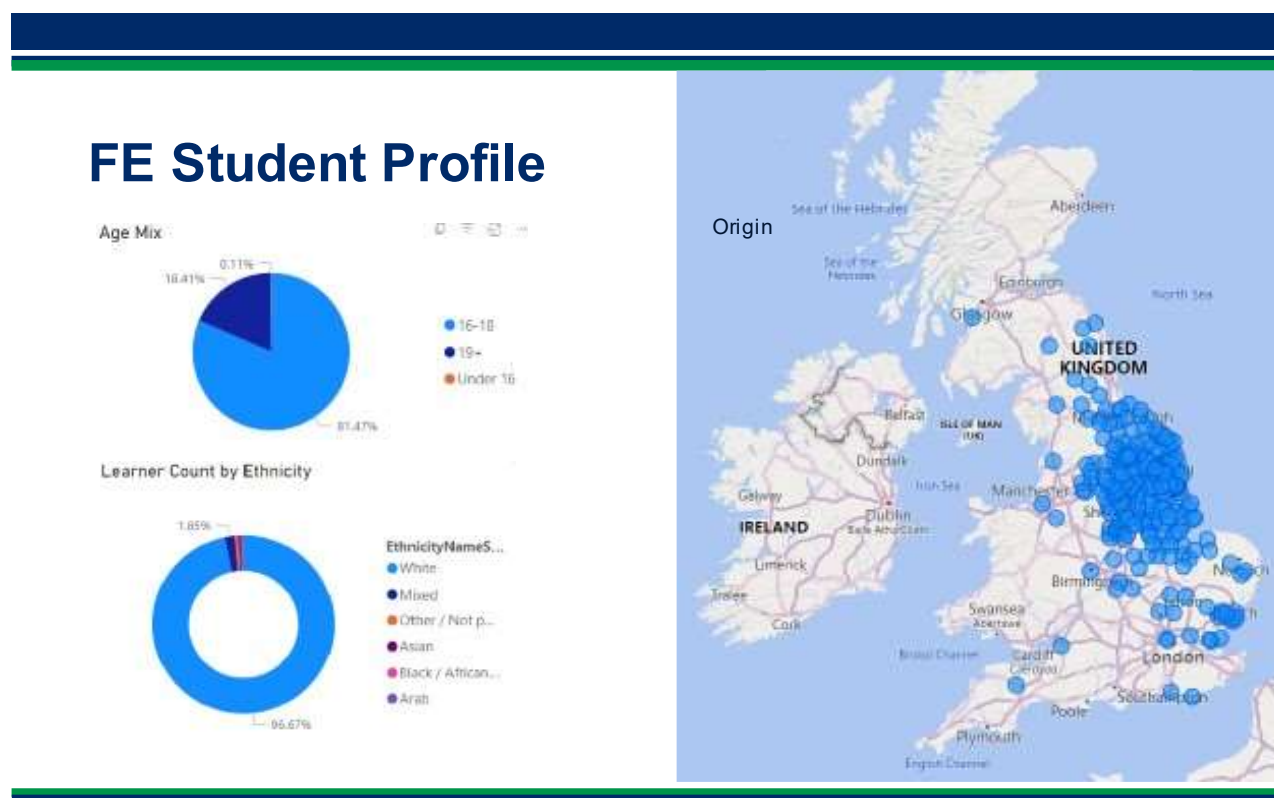
2. The Communities We Serve

Bishop Burton College has two sites, one near Beverley in the East Riding of Yorkshire and one at Riseholme Agricultural showground and Riseholme Park in Lincolnshire. As a specialist land-based provider, Bishop Burton college recruits nationally, serving the agricultural, equine and animal management industries with training utilising high quality resources and specialist expertise. The College also serves its local community across land-based and general further education provisions; 82% of our recruitment to the Bishop Burton Campus is derived from the following local authorities:

- East Riding of Yorkshire
- City of Kingston upon Hull
- North Yorkshire
- North Lincolnshire
- North East Lincolnshire

The Riseholme campus recruits predominantly from the Greater Lincolnshire area with some national recruitment onto specialist land-based and sports provision.

The map below illustrates the recruitment reach of the College:



We offer courses for 16-18-year-olds and adults, higher education, T levels and apprenticeships

Across the three local authorities which Bishop Burton campus serves, the region of Hull and East Yorkshire covers 957 square miles and has a population of around 600,000. The geography is varied, impacting significantly on the industries serving a variety of regional needs. The City of Hull sits on the North bank of the Humber Estuary and accommodates industry associated with the port, transport and logistics, manufacturing, health and food processing. There is also rapid growth in the digital and renewables sectors. Further north into the region's hinterland the farming and food production industry predominates. The East coast generates significant income from the visitor economy.

The Hull and East Yorkshire region has an annual GVA of £13bn, with around 24,000 businesses providing more than 250,000 jobs. The region's economy represents 10.5% of Yorkshire and the Humber region's GVA and 3.6% of the output for the North of England.

The Hull and East Yorkshire Local Enterprise Partnership (LEP) has identified the following skills priorities in key employment sectors:

- Health and social care: an estimated 55,000 additional jobs by 2030
- Construction: an estimated additional 19,000 jobs by 2025
- Digital Technology: an estimated 10% increase in jobs by 2024
- Haulage Ports and Logistics: the jobs doubling by 2030
- Manufacturing: 186,000 engineers required nationally every year
- Low Carbon Technologies: an estimated additional 21,000 jobs by 2032
- Tourism and the Visitor Economy: a value of £866 million to Hull and East Yorkshire
- Agri-tech and food: accounting for a significantly higher % of employment in the region (11%) than nationally (4%), with growth anticipated post-Brexit.

The Hull & Humber LSIP emerging priorities are identified as:

- Technical Skills: Digital; Net Zero; Engineering Construction; Construction; Manufacturing; Agri-Skills, and Health & Social Care
- Educational Professionals
- Employability & Behaviours
- Careers Guidance
- Accessibility

The Riseholme campus predominantly serves the Greater Lincolnshire area, with a concentration of students travelling from North and North East Lincolnshire. Greater Lincolnshire has a population of around 1.3 million people spread across 2,687 square miles. North and North East Lincolnshire has a population of around 320,000 situated within c. 400 square miles.

Although more sparsely populated, there are some similarities between Lincolnshire and Hull and East Yorkshire, with a significant coastal economy and large areas of food production inland. Lincolnshire has a higher proportion of SMEs than the national average with 45% employing fewer than 50 people compared to 32% nationally. There are significant challenges in connecting a skilled workforce to skills gaps due to the geography of the region.

The county is essentially rural with an economy heavily reliant on Agriculture, Horticulture and Food Manufacturing. More than 50% of jobs in Greater Lincolnshire are in sectors which underpin the local economy. This includes retail, wholesale, health and care, teaching and public services. Occupations reporting the highest level of vacancies in 2020 in Greater Lincolnshire were nurses and care workers (5.9% and 5.7% of job postings respectively) followed by HGV drivers at 2.9%

The Greater Lincolnshire LEP has identified the following regional industrial specialism clusters:

- Along the South Humber Bank, offshore wind and decarbonisation, and ports and logistics are hubs of growth and job opportunities.
- Advanced manufacturing and chemicals cluster on the South Humber Bank and around Lincoln.
- In southern Lincolnshire and Rutland and the area around Lincoln, we have important defence clusters.
- The east coast – East and West Lindsey – and Lincoln provide visitor economy hotspots.
- AgriFood, seafood and food production hubs span the area, from the Humber to Rutland, with fresh food production clustering in South Holland.

The Lincolnshire LSIP emerging priority sectors had not been identified at the time of writing (29.03.23), but the cross-cutting themes were said to be:

- Work readiness and Essential Skills
- Digitalisation and Smarter Working
- Decarbonisation and Green Skills
- Local Socio-economic Conditions
- Leadership and Management
- Local Skills System

Greater Lincolnshire produces 30% of the nation's vegetables and 18% of the poultry, with a total agricultural output of over £2bn in 2019, representing 12% of England's total production. The UK's largest fish processing cluster is located on the Humber and the centre of the UK's fresh produce industry is located in South Lincolnshire. In total the food chain provides 24% of jobs throughout Greater Lincolnshire (as compared with just 13% nationally) and 21% of its economic output (7% nationally).

Bishop Burton College has also contributed to the York & North Yorkshire LSIP process at the invitation of the West & North Yorkshire Chamber of Commerce. The following emerging skills priorities were identified:

- Construction
- Engineering and manufacturing (including rail)
- Health & Social Care
- Digital
- Agri-skills
- Business (including Leadership & Management)
- People (Preparation for Life and Work)

The College also has an important role to play in addressing National Skills Priorities where there are high volumes of vacancies. These sectors are:

- Construction
- Manufacturing
- Digital and Technology
- Health and Social Care
- Haulage and Logistics
- Engineering
- Science and Mathematics

The College will continue to embed Science, Technology, Engineering and Maths (STEM) and Digital Skills within its vocational curriculum. We will also continue to grow our Construction, Health & Social and Engineering course provision, establishing T-Levels, Apprenticeships and Higher technical Qualifications as appropriate.

As specialist Land-based provider, we will continue to service the national demand for skilled staff in land-based industries including Agriculture, Land-based Engineering, Horticulture, Environmental Studies, Animal Management and Equine Studies. We will work closely with our Landex partner colleges to ensure that viable cohorts of students can be recruited nationally for specialist sub-sectors such as Pig Production and Precision Agriculture.

3. Approach to Developing the Accountability Statement

The College has worked with the relevant Employer Representative Bodies (ERBs) responsible for coordinating Local Skills Improvement Plans (LSIPs) including the Hull & Humber Chamber of Commerce, the Federation of Small Businesses and the West & North Yorkshire Chamber of Commerce. This activity has involved regional meetings and workshops with employers, colleges and training providers and the relevant LEPs: the Hull & East Yorkshire LEP; the York & North Yorkshire LEP, and the Greater Lincolnshire LEP. A number of these meetings were hosted by the College. Additional activity included employer surveys, sector-based focus groups (e.g. Rural Economy) and one to one employer interviews.

College staff were consulted along with employers at a specially convened 'Sustainable Futures' event which explored the employers' current and future skills needs. The draft Accountability Statement was shared with staff and governors and subsequently revised in accordance with the feedback.

College Strategic Planning Workshops which included student representation were held with both governors and senior staff to agree the College's mission, vision and strategy. The revised College Strategy is currently in draft form.

Other educational institutions were consulted on LSIPs via a number of regional Principals' meetings with draft Accountability Statements being shared to identify gaps in provision and areas of overlap. By the end of March, the ERBs had given an indication of the 'emerging skills priorities and themes' for each region to providers which were used to inform both the LSIPs and the Statements. The latest Labour Market Intelligence and the results of the employer skills survey were also made available at this time.

4. Meeting National, Regional and Local Needs

Bishop Burton College is land-based specialist college with both campuses providing skills required nationally to secure the future workforce in agriculture, equestrian and animal care industries. We utilise our 800-acre farm at Bishop Burton campus, and the 500 acre Riseholme Park farm - in collaboration with Lincoln University - to ensure high quality education and training in these key areas. The College delivers 66% of the land-based provision offered regionally.

We also use our space positively to offer a broader curriculum. This, in turn, supports our Sports Academy, offering significant enrichment, opportunities to build resilience, tenacity and transferable skills in our students across all curriculum areas; and for many, the opportunity to progress into further study or work in sport or sport related industries. The level of competitive opportunities within the academy attract students nationally, regionally and locally and brings close working relationships with both Hull City FC and Lincoln City FC, bringing industry engagement into the College. The Academies enable young people on sports talent pathways to undertake vocational education and training, at the same time as pursuing a high level of sports coaching and playing. Within the region, the College delivers 18% of post-16 sport provision offered.

The College works with local providers to offer apprenticeships which fill regional skills gaps, including butchery apprenticeships with Cranswick, Agricultural Engineering with AGCO, Horticulture, Forestry, alongside apprenticeships in agriculture and equine. The College also offers a range of courses in national skills shortage areas such as health.

The College strives to offer education and training at Level 4 and above which meets local and regional needs, to close the gap between Yorkshire and Humber and England (10 percentage points) and Greater Lincolnshire (16 percentage points) and England, in workforce with higher level skills.

The College has a clear focus on delivering higher level skills, where gaps have been identified regionally within its specialisms, in partnership with a number of other providers. This is via two Institutes of Technology (IoTs).

The Bishop Burton campus is part of the Yorkshire and Humber Institute of Technology (IoT), focussing on the Agri-tech and Precision Farming at level 4 and above. The requirement for Agri-tech skills delivery has been identified in the region through the Hull and East Yorkshire Local Enterprise Partnership (LEP), where AgriTech is identified as one of the key industrial sectors with great potential to drive productivity, innovation and higher skilled employment in the region.

The Riseholme campus is part of the Lincolnshire IoT, providing Level 4 and above education and training in Food Production. This area is critical to regional GDP, with the Lincolnshire LEP identifying that, 'between 2015 and 2019 the agriculture, food production and food services sector in Greater Lincolnshire were responsible for almost 50% of all local jobs growth' and '50% of future jobs in the food sector will require employees with a Level 4 qualification'

5. Key Stakeholders

The College works closely with a number of key regional and national stakeholders to develop its curriculum offer and ensure this is fit for purpose. The College campuses do not currently sit in areas devolved to a mayoral combined authority, therefore works with a variety of stakeholders to ensure regional skills needs are met. These include:

- East Riding Local Authority
- Hull City Council
- Lincolnshire County Council
- Yorkshire & Humber Institute of Technology
- Lincolnshire Institute of Technology
- The Royal Agricultural Society
- Landex; the membership organisation for Land-based colleges, using peer engagement to ensure that curriculum design, delivery and resources provided are supporting the development of skills for the future of farming, equine and animal.
- Association of Colleges
- Hull and East Yorkshire Local Enterprise Partnership (HEY LEP), which will be bridging the space between Skills Advisory Panels and Employer Representative Bodies, working closely with the Chamber of Commerce on Local Skills Improvement Plans (LSIPs).
- Employment and Skills Board (HEY LEP)
- Humber Local Digital Skills Partnership (HEY LEP)
- Greater Lincolnshire LEP
- York & North Yorkshire LEP
- Hull and Humber Chamber of Commerce
- West & North Yorkshire Chamber of Commerce
- Lincolnshire Federation of Small Businesses (FSB), on the LSIP for the Greater Lincolnshire region.
- Humber Principals' Group
- York & North Yorkshire Principals
- Federation of Lincolnshire Colleges

- Yorkshire Agricultural Society
- Lincolnshire Agricultural Society
- Team Lincolnshire
- University of Hull
- University of Lincoln
- Royal Agricultural University

Some of the College's key employer partners:



Engagement with Other Providers in the Area

The College has strong working relationships with other local providers through a number of initiatives;

As a partner in the Yorkshire and Humber IoT Bishop Burton College works closely with York College, Askham Bryan College, Selby College, Craven College, East Riding College, Scarborough College, Hull University and York St John University. Within the IoT partnership there are clearly defined roles and areas for delivery ensuring that Level 4 and above skills are delivered by specialist providers in the area, managing both the market share and quality of the provision. Bishop Burton is proud to continue its long heritage of delivering Agri-tech and Precision Farming within the IoT.

The Riseholme campus is similarly a partner in the Greater Lincolnshire IoT, working with Boston College, DN Colleges Group, Grantham College, Grimsby Institute, Lincoln College, Lincoln UTC and Lincoln University, specialising in offering L4 and above qualifications in Agri-food technology, delivering skills in agriculture and food production, which accounted for almost 50% of job growth in Greater Lincolnshire between 2015-2019.

The College works closely with local Higher Education Institutions to ensure strong progression routes into Level 4 and above occupations are available within the specialist industries we serve.

We work with Hull University as a validating partner for a number of foundation degrees, leading onto top up qualifications at the University, in addition to full BA (hons) and MSCs in some specialist areas, which Hull University does not provide. We work closely with Lincoln University, who also validate areas of the College's provision, which ensure comprehensive and complimentary provision within the area the College serves. We also work with the Royal Agricultural University, validating some of the College's specialist provision, ensuring the offer across both campuses compliments the offer available in the larger skills delivery network and that the College makes best use of its excellent resources.

The College has strong links with other colleges, working collaboratively through the Humber Principals' group and the Yorkshire and Humber Association of Colleges networks.

6. Key Aims and Priorities

Key Aims and Priorities for 2023/24	Contribution towards National, regional and Local Priorities for Learning and Skills	College Strategic Aim
1. Ensure over 90% of students achieve a positive destination in 2022/23	<p><i>Enable our students to succeed in their chosen technical or vocational studies, ensuring progression to Higher Education or filling skills gaps within our specialist sectors.</i></p> <p><i>Destination data to include analysis of industry sector and occupation, cross-referenced to the LSIP.</i></p>	Economy & Students
2. Ensure the implementation of T levels in key Land-Based pathways in 2023/24	<p><i>Provide students with high quality education and training to meet current industry requirements in the Land-Based sector, specifically a cohort in each of the livestock, crop and agricultural engineering pathways from Sept 2023.</i></p> <p><u><i>T Level Agriculture, Environment and Animal Care</i></u></p> <p><i>Agriculture Land Management & Production to commence September 2023</i></p> <p><i>Pathways:</i></p> <ul style="list-style-type: none"> • <i>Crop Production</i> • <i>Land Based Engineering</i> • <i>Livestock Production</i> <p><i>Animal Care and Management (deferred) to commence September 2024</i></p> <p><i>Pathways:</i></p> <ul style="list-style-type: none"> • <i>Animal Care and Management</i> • <i>Animal Care and Science</i> • <i>Equine Care and Management</i> 	Economy & Students

<p>3. Develop a viable offer at level 3 for students not accessing a T level pathway (for 2025 implementation)</p>	<p>Ensuring the 300 students currently on smaller level 3 vocational and technical education courses, who will not transfer to T levels still have a viable route into work or higher levels of study in their chosen specialist areas.</p> <p>Alternative routes to provide access to occupations/skills shortages prioritised within the LSIP.</p>	<p>Economy & Students</p>
<p>4. Embed sustainability into existing curriculum and develop a green technologies offer</p>	<p>Develop student knowledge to ensure they are embedding sustainability into their work practices, provide short courses for small businesses in green technologies in 23/24 and develop a discrete offer for 24/25.</p> <p>These developments will be designed to enhance the understanding of green technologies and to upskill the future workforce as required by the LSIP</p>	<p>Economy Students & Future</p>
<p>5. Review the Higher education offer ensuring this is fit for purpose</p>	<p>Reviewing the curriculum in preparation for the lifelong learning entitlement launching in 2025, developing higher technical qualifications and more flexible modes of study to ensure greater access to skills development as and when employees require them.</p> <p>This activity will address the need for more bite-size and modular provision aligned to key competencies as identified within the LSIP</p>	<p>Economy & Students</p>

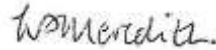
7. Corporation Statement

- Having reviewed the College's position against the needs of the current and future local, regional and national economies served, we are confident that we are well positioned to respond.
- We are committed to complying with our duty under a new section 52B of the Further and Higher Education Act 1992 to review provision in relation to local needs, as proposed in the Skills and Post-16 Education Bill 2022. We will look to hold a review at least every three years to identify how well we are meeting skills needs associated with securing suitable employment. We will publish our report on our main website following this review.
- On behalf of the Bishop Burton College 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 Chair of the Corporation on 9th May 2023.

Signed



Chair of Governors



Principal & CEO

Date: 25 May 2023

Date: 25 May 2023

8. Supporting Documentation

LSIPs
Strategic Plan
LMI data
College prospectus