

FE Week



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NEWS

NESCOT APPOINTS PRINCIPAL, BUT STILL EMPLOYING PREDECESSOR?

Alix Robertson
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Nescot, which has been dogged by scandal throughout 2016, has appointed a new chief executive officer and principal, but representatives are refusing to reveal what's happened to its previous leader since she stepped down in June.

The college was eager to share the news that Frances Rutter (pictured), currently chief executive at Epsom and Ewell Borough Council, had been appointed to its top role, but was reticent to provide an update on the whereabouts of its controversial former head Sunaina Mann.

A spokesperson for the college declined to comment on whether Ms Mann had maintained any working relationship with the group after stepping down in June, when *FE Week* reported her husband had been paid hundreds of thousands of pounds for a contract of which governors were unaware.

However, Ms Mann herself told *FE Week* that she still holds the headship of the Surrey college's Saudi Arabian project, the Jeddah International Female College.

The Jeddah Female College opened in 2013 as part of the Saudi government's Colleges of Excellence programme, which

was established to promote technical and vocational education in the region.

Ms Mann said: "I remain CEO and principal of Jeddah International Female College.

"After spending 18 months working at Jeddah International Female College, we are now the top provider in the Colleges of Excellence Performance table.

"I wish Frances well in her new appointment and hope she can continue to build on the many achievements of the college under my leadership."

Ms Mann left her job as CEO and principal of Nescot on June 2, after it was revealed that her husband, Jaswinder Singh

Mann, had been paid almost £200,000 over the course of a contract with the Saudi Arabian college subsidiary that Nescot's board of governors were ignorant of for 18 months.

In 2014/15, she received a salary of £363,000, making her the most well-remunerated college principal in the country.

Her successor will join Nescot in the spring, when she will take over from Cliff Hall, the interim CEO and principal.

Mr Hall said: "The senior management team and I are delighted Frances will be taking over, and we know she'll do a

really great job.

"All the staff at the college are looking forward to working with Frances to help the college realise our vision."

Ms Rutter was appointed from a shortlist of five outstanding candidates on November 10, following a two-day process of interviews and assessments involving students and staff from across the college.

A qualified solicitor, she has been in charge at Epsom and Ewell Borough Council for the last eight years.

She was with Elmbridge Borough Council for 13 years before that, with two years spent as assistant chief executive.

Mrs Rutter also previously served as a governor at Nescot, before stepping down in 2013 when the college sought planning permission to redevelop its site.

"I'm honoured to be given this role, and I can't wait to get started," she said.

"This is a really exciting time for post-16 education, with plenty of opportunities for Nescot."

Professor Sam Luke, chairman of Nescot Corporation, said: "Frances is a proven leader, and she will bring a wealth of relevant senior-level experience and expertise to this role.

"We're absolutely confident that Frances is the right person to lead Nescot on to the next phase of our journey."



Sunaina Mann

Stockport College plunges back to an Ofsted grade four

Billy Camden
@BILLYCAMDEN

A struggling Greater Manchester college has dropped back down to 'inadequate' in its latest Ofsted report.

Stockport College was slapped with a grade four verdict in a report published this week.

The report leaves the institution's future looking as uncertain as ever, stating: "The college is still in administered status and will be dependent on funding agencies' continued support to ensure that it can continue to operate in the future."

The college, which was rated 'outstanding' by the education watchdog in 2008, originally fell to a grade four in 2013 when former FE commissioner David Collins said it could be forced to make up to 150 redundancies to "balance the books".

Stockport then climbed out of administered status when it was given a grade three 'requires improvement' in January last year, and was lauded by the inspectorate for making "rapid improvements".

But today's damning report leaves the 4,400-learner college in deep water.

"Leaders and governors have not halted the decline in standards since the previous inspection," the report said.

"Managers have not rectified areas for improvement noted at the last inspection; they do not identify gaps in college performance, nor do they take effective action to tackle them.

"Managers and the quality improvement



Simon Andrews

processes they use have failed to identify significant weaknesses in the quality of the provision."

Inspectors found that the "very large majority" of apprentices at the college do not complete their programmes "successfully within their planned time" and the "rate of achievement has declined significantly".

They also found the quality of teaching, learning and assessment is "weak", with teachers failing to plan "effective learning to meet the specific abilities of all learners", especially in English and maths, where they "do not ensure that learners develop the skills they need".

Attendance in these subjects is also "significantly low".

But inspectors did find that governors are having a positive impact on the college.

"Well-qualified and experienced governors now offer effective challenge to the senior

leadership team," they said. "They have shown very effective strategic leadership during the area-based review and are committed to ensuring continuing further education for the local community."

Simon Andrews, who took over from Ian Clinton as principal of Stockport College in February last year, said the report does not "accurately reflect" the improvements made at the college over the past 12 months and he would be appealing the judgment.

"We are naturally extremely disappointed with the outcome of the Ofsted inspection," he said.

"The inspection judgement does not accurately reflect the distance the college has travelled over the past 12 months, nor does it reflect upon the hard work, effort and enthusiasm both learners and staff have put in to improvements across all aspects of what we do.

"We will be appealing Ofsted's judgement."

"We have many areas across the College to be proud of. For example we currently have the best maths GCSE A*-C results of all Greater Manchester colleges, as well as being fourth best in English.

"Indeed, *FE Week* in its overall college league table ranks Stockport at 117th out of 214 colleges, which puts Stockport College ahead of around 50 per cent of colleges in the sector.

"The college is committed to providing high quality professional and technical education for the local community and is engaging positively with the agencies and stakeholders to do just that."

NEWS

Scammers target colleges during AoC conference pretending to be their principals

ALIX ROBERTSON
@ALIXROBERTSON4

FE colleges have been targeted by a spate of attempted frauds in the past few weeks – including several attempting to capitalise on the fact principals were attending the recent Association of Colleges’ annual conference.

Finance officials at four FE colleges have all received emails purporting to be from their bosses, and asking for transfers of significant sums of money.

None of the colleges were hoodwinked and police are investigating, but principals want to get the word out that FE institutions are apparently being targeted.

The finance director of New College Swindon was asked to make a payment of £9,850 to someone named ‘Antael Nguessan’.

In an email seen by FE Week, a bemused official wrote: “The fraudsters must know that my principal isn’t in today. I’ve just had the email asking me to make a same-day payment from an email address that has nothing to do with the principal. Am just stringing them along at the moment...”

Both New College Swindon and Northampton College received emails last week (November 15 and 16 respectively), when the principals were at the AoC conference in Birmingham.

The finance officer of Truro and Penwith College received similar correspondence on November 8, while Hartpury College’s



vice-principal for business and finance was the first to flag up a scam email, after they received it on October 20.

Each of the colleges identified the emails as fraudulent before any action was taken, and all of them reported their cases to the police.

They also warned other providers of the scam through a discussion forum for finance directors run by Jisc, a not-for-profit organisation for digital services in UK FE and higher education.

Steve Rankine, the director of finance at Northampton College, said: “We take cybersecurity extremely seriously and remain vigilant at all times.

“We received an email purporting to be

from the principal, but on closer inspection it appeared to be from a suspicious address.

“We immediately reported the case to ActionFraud.”

FE Week contacted ActionFraud, the UK’s national fraud and cybercrime reporting centre, but could not obtain a comment without the crime reference number, which Northampton College did not disclose.

A spokesperson for New College Swindon said: “Our finance director was emailed on November 15, and guessed it was a scam immediately.

“She obtained the permission of our head of IT to ‘go along with it’ to get more information, and when the other side

provided details for a payment to be made she then reported it to the police.

“She made the decision to alert the finance directors’ email network, because she was aware it was the AoC conference and wanted to warn other people as principals were likely to be out.”

Truro and Penwith College and Hartpury College declined to comment.

Meanwhile, on November 22, the Sixth Form College in Solihull was sent an official-looking letter claiming to be from the Commercial Register and asking for the college’s details to be updated “cost free” by December 20.

The letter also came with an attached form that required a “legally binding” signature, but closer inspection of the small print revealed that signing meant agreeing to pay a yearly fee of £863 plus VAT for the data to be published “as an advertising insert for a period of three years”.

Paul Ashdown, principal of the college, said: “Our director of finance saw this scam for what it was and no payment was made.

“We have robust financial procedures, which protect the financial security of the college and as those procedures were adhered to, we did not fall victim to this fraudulent request.”

A Department for Education spokesperson said: “We trust schools to make sure their financial management procedures are robust.”

Let’s work together to raise awareness of mental health issues

Hallmark Education, a leading educational publisher, is proud to be working with a number of colleges and independent learning providers to support the delivery of mental health awareness training to staff and students. We have produced a set of highly engaging and thought-provoking learning resources with the aim of enhancing people’s understanding of a range of mental health conditions and the steps that can be taken to protect mental well-being.

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Jaguar apprentices rescued after provider collapses

BILLY CAMDEN
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EXCLUSIVE

Training provision has been saved for thousands of learners, including those on a high-profile scheme with Jaguar Land Rover, after the Skills Funding Agency oversaw a last-minute buyout of one of the biggest training providers in the country.

Pera Training had looked like it was just days away from going bust despite holding a huge SFA contract, leaving around 2,400 apprentices, including around 1,200 at Jaguar Land Rover alone, without a provider.

But Talent Training stepped in with a last-ditch rescue by purchasing Pera's assets, including staff and its multimillion-pound contract with the SFA.

Sam Morgan, chief executive of HarperCo Limited, which owns Talent Training, told FE Week that his company stepped in after the administrators called in the debt.

"We purchased Pera Training's assets, including the SFA contract, but not the shareholding, so the provision will now be run directly by Talent Training," he said.

"The biggest employer was Jaguar Land Rover, and we had to confirm that they were happy with the transition – and they were.

"Their learners are still being taught by the same people at the same place. That was really important."

Pera Training was previously a company with a turnover of £30 million.

It had been trading for 16 years and was a prime contractor for the SFA, allocated just under £7 million by the agency for adult apprenticeships in 2016/17 as recently as September.

An application to strike the company off was published on November 21, the same day a resolutions agreement was published confirming the takeover.

Talent Training, which was rated 'good' by Ofsted in 2013, said the acquisition would include 62 members of staff, and confirmed there would be no job losses.

It confirmed that 100 per cent of the students previously on training programmes with Pera, including those with Jaguar Land Rover which is often lauded by ministers as a standout apprenticeship scheme, will be transferred.

Mr Morgan said "a lot of work went on" with the SFA to ensure "everything worked out best for learners and staff".

"Most businesses go into this sort of arrangement with the aim of making money, but this will not be the case for us," he confirmed.

"It was a moral question of doing the right thing. I live near the Jaguar Land Rover plant in Solihull and have friends and family who have trained with them.

"We wanted to act in their best interests.

"The acquisition of the assets of Pera Training provides us with the opportunity to draw on the wealth of experience and professionalism of the team," he said.



Sam Morgan

"The team members who are transferring will be crucial in helping us maintain continuity of service for 51 employers and more than 2,000 students currently enrolled on programmes delivered by Pera Training."

An SFA spokesperson told FE Week: "In line

with our established procedures designed to ensure continuity of training for learners and to minimise any disruption to employers, we have arranged for the transfer of 2,400 learners covered by Pera's contract with SFA to Talent Training."

Two per cent of eligible employers will fund half the levy

JUDE BURKE
@JUDEBURKE77

Around half of the upcoming apprenticeship levy will be paid by just 400 employers – but the Skills Funding Agency won't say who those companies are.

The revelation came during a breakout session on funding at the Association of Colleges annual conference earlier this month.

Keith Smith, the director of funding and programmes at the SFA, said that while 20,000 employers were expected to fall within the scope of the levy when it launches in April 2017, just 400 employers, or two per cent, will cover "about half of the entire levy".

"The top 400 carry a big load," he said. "Some of those bigger employers will be paying over £30 million a year, in terms of the apprenticeship levy."

But he later admitted it was "not as simple and straightforward as being able to just publish a list" of the names of those firms that would bear the brunt.

He said that while the SFA did know which companies would be paying the levy, the agency couldn't share that information as it was "a tax matter".

Information published by the Department for Education in August on the number and size of employers who would be paying the levy in 2017/18 said there would be 19,150



Keith Smith

businesses in scope, but it made no mention of this smaller figure of 400 companies paying half the levy.

Peter Lauener, head of the SFA and the Education Funding Agency, and the shadow chief executive of the Institute for Apprenticeships, also referred to this figure during his conference session on November 17.

"I don't know the precise figures, but it's around 20,000 levy payers. If you look at it in

a bit more detail about 450 of those will pay about half the levy," he admitted in response to an audience question.

More than half of the top 400 employers in the UK currently have fewer than 200 apprentices, and some have none, Mr Smith admitted, though he hopes the levy will lead to a "significant market shift" in apprenticeship delivery.

Business administration and health and safety currently account for a quarter of

current apprenticeships – but "going forward the actual single biggest sector that's going to be involved in the apprenticeship levy is the education sector".

"In terms of understanding the employers and the sectors that you're in, this type of market analysis is really important to understand what you're doing, who you're pitching to and where you're going," he said.

Chichester College's principal Shelagh Legrave later asked Mr Smith how colleges could identify which companies will be subject to the levy, as without this information she said she was "left scrabbling around trying to work out who is actually paying".

Mr Smith explained that the SFA was talking to levy-paying employers about whether "they'd be happy for us to share their information more widely across the sector" but that "those conversations are patchy – some for obvious reasons are a little bit relaxed about that, others are not".

He added that there were "companies out there that do know" and "some databases that operate in the commercial sector, particularly those that offer tax advisory services" that would be able to provide this information "if you're willing to make a small investment".

"There's no really easy answer, or easy fix for this," he said.

For more on the Association of Colleges conference see our supplement.

FE Week team win the double at the education journalism awards

SAMANTHA KING
@KINGSAMANTHA_

Two FE Week journalists scooped the top further education prizes at the CIPR Education Journalism Awards 2016 at a ceremony in London this month.

Paul Offord, the deputy editor of FE Week took home the award for 'outstanding further and vocational education journalism', while senior reporter Alix Robertson claimed the runner-up prize.

Paul was recognised for his investigation into brokers taking millions in government funding meant for front-line training, with judges commending him on "the importance of good contacts" and "holding senior bodies to account".

Alix took second place for her series of features examining the Saudi Arabian 'colleges of excellence' programme, which judges deemed "an arresting read, and a very powerful account of how asking challenging questions can result in the right thing being done".

The pair were up against TES reporters Julia Belgutay and Stephen Exley, Kim Thomas from Public Finance magazine and Freddie Whittaker, the political reporter at FE Week's sister paper, Schools Week.

FE Week's Jude Burke and Billy Camden, who works for both FE Week and Schools Week, were also shortlisted for an award in the 'most promising newcomer' category.



Alix Robertson

Paul Offord

Now in its twelfth year, the CIPR awards celebrates the best and brightest education and skills journalists for the academic year 2015/16, and attracted entrants from the Guardian, TES, the Financial Times, ITV and BBC News.

John Dickens, chief reporter at FE Week's sister paper Schools Week also took a top accolade, winning first place in the

'outstanding national education journalism' category. Dickens beat off four other reporters who were also shortlisted: Jon Severs, Richard Vaughan, Helen Ward and Kaye Wiggins, all from TES.

Schools Week Editor Laura McInerney was also shortlisted in the category for 'editorial excellence'.

Nick Linford, the editor of FE Week, said:



John Dickens

"It was well deserved recognition for our talented reporters as well as for both newspapers and all of the team."

Shane Mann, the managing director of Lsect, which publishes Schools Week and FE Week, added: "Nick and I were proud and honoured to see our journalists' hard work recognised and celebrated.

"So many guests at the awards were full of praise for both newspapers – these moments offer an opportunity to reflect and appreciate how much we've achieved in such a short space of time. In six years we have become the go-to place for news in the education and skills sector."

Brokerage of apprenticeship funding to be banned next year

PAUL OFFORD
@PAULOFFORD

EXCLUSIVE

FROM FRONT

The use of public funds to pay brokers' fees will be banned, thanks to an award-winning FE week investigation which forced the Skills Funding Agency to take action.

Our exposé of this secretive industry in April (pictured) – the first of its kind – blew the lid on the underhanded way in which brokers match-up subcontractors with government funded providers and earn millions by charging up to five per cent commission on any agreed deal.

When it was first presented with compelling evidence, the SFA said it would "review" funding agreements in an effort to "limit the use of brokers".

However, following an inconclusive answer from the agency in September when we first checked in on this review's progress, FE Week asked again after our investigation won the prestigious CIPR award for Outstanding Further and Vocational Education Journalism last week.

This time, the answer was crystal clear: civil servants now plan to wipe out the practice.

"The SFA is strengthening the rules so that from May 1, 2017, no government money can be used to pay brokers' fees," an SFA spokesperson said, warning: "We will take action against any provider we find has broken these rules."

Brokerage is not specifically mentioned

in the draft apprenticeship funding rules for training providers, which will also apply from May 2017, but the Department for Education confirmed that it would be covered by section 67.11.

It states: "Funds in an employer's digital account or government-employer co-investment cannot be used for specific services not related to the delivery and administration of the apprenticeship; including company induction, bespoke or additional training or assessment not needed to meet the apprenticeship requirements."

Mark Dawe, the boss of the Association of Employment and Learning Providers, welcomed the SFA's newly tough stance.

"With the levy's arrival and the new subcontracting rules, no one should complain if brokerage fees become a thing of the past.

"As much public money as possible should be reaching frontline delivery and in this respect the apprenticeship reforms should make a very positive difference."

David Hughes, head of the Association of Colleges, agreed, saying it was "good to see them delivering" on the initial pledge the SFA made to FE Week seven months ago.

"As the apprenticeship levy changes start to be implemented, it is important that the SFA, alongside the new Institute for Apprenticeships, monitors the system to ensure there is no abuse," he said.

Our April investigation found a number

of brokers advertising subcontracting opportunities through closed groups on LinkedIn.

In one notorious example of the practice, FE Week found an advert with Essex-based consultants EEVT Ltd, attributed to a company called The Funding Brokers Ltd, which we tried unsuccessfully to contact.

The advert said: "We have been providing this service for over three years, securing in excess of £100m in the process for our clients."

At five per cent commission the brokers could have earned up to £5 million over this period.

The ad continued: "We work on a no-win no-fee basis, whereby we will provide our support free of charge to the point of contracting."

Birkenhead-based funding4training was one of the few brokers found with an official website.

Its services were also publicised by Essex-based consultants EEVT Ltd.

One of its newsletter adverts stated that its five per cent broker fee was "negotiable depending on the provider".



The firm's director of sales and business development, Benn Carson, told FE Week at the time that his firm was different to other, more disreputable competitors.

He said: "There are a lot of cowboys doing this work and it's easy to be tarnished with the same brush, which is why I set myself high standards and make sure the presentation is right, by running a professional looking website."

NEWS

Lewisham Southwark College still wants Newcastle merger despite local offers

BILLY CAMDEN
JUDE BURKE

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A struggling London college is still trying to engineer a merger with a group based almost 300 miles away in Newcastle, despite rejecting offers from both a neighbouring college and a nearby university.

Lewisham Southwark College, which last year became the first college ever to receive two 'inadequate' ratings from Ofsted in a row, has explored a number of what it called "potential options" to improve in the wake of the London (central) area review, according to a spokesperson.

Options under consideration included separate mergers with two nearby institutions: London South Bank University and Lambeth College.

Both options were deemed unviable by the bosses at Lewisham.

The college is instead revisiting its "preferred" proposal – of merging with Newcastle College Group, based in the north-east of England.

Lewisham first approached NCG last autumn and representatives from both colleges have confirmed to FE Week that "active discussions" are ongoing.

LSC said it had carried out "extensive work and engagement" on a merger with LSBU, but governors concluded that joining an HE institution was not a "strong way forward".

A Lewisham spokesperson



Carole Kitching

said: "In reaching this conclusion they considered the examples of failed HE/FE mergers, the fear that FE would be lost in the bigger university, and the belief that most of the strengths of the proposal could be achieved through good partnership work and without the risks of a merger."

Dave Phoenix, the chancellor of London South Bank University said a collaboration with Lewisham would "not be a merger", but would "bring together a formal group structure of educational bodies such as schools and colleges, respecting the importance and specialist nature of each".

Lewisham also considered merging with Lambeth College after former FE commissioner David Collins asked it to explore the option last October, but concerns were expressed about the potential risk of merging two colleges that are in financial and quality recovery.

LSC was the first college to receive two 'inadequate' ratings in a row from Ofsted, after an inspection in February 2015, while Lambeth retained a grade three the month before.

The spokesperson for Lewisham said the colleges had "agreed to look at" the option of a merger, but it would "require a significant financial package" to reduce the financial risk.

She said that Lewisham's "preferred" option

is therefore for a merger with NCG.

"A merger with NCG doesn't need a financial package to go ahead, and would see Lewisham Southwark College fully retain its local identity within this national group.

"At the same time we have agreed to do some further work on whether a merger with Lambeth College could be an option if suitable finances were available."

A Lambeth College spokesperson said there is "only an expressions-of-interest stage at present" from LSC.

Lewisham Southwark College is led by Carole Kitching, who took on the role last summer after leaving Newcastle College, where she was in charge from 2013.

NCG is made up of three FE colleges, one sixth form college and two independent training providers.

Of these, two are based in Newcastle: Newcastle College, and Newcastle Sixth Form College.

The remaining four members are based in other parts of the country: Kidderminster College, West Lancashire College, Manchester-



Newcastle College



Lewisham College

based Rathbone, and Sheffield-based Intraining.

A spokesperson for NCG said: "We are pleased that NCG remain the preferred merger partner of the board of Lewisham Southwark College, however we of course recognise their requirement to consider all options as part of the London area review."

Highs and lows for University Technical Colleges in a single week

Ron Dearing expands a year before opening

ALIX ROBERTSON
@ALIXROBERTSON4

A University Technical College (UTC) scheduled to open in Hull next year has expanded to accommodate an extra 50 student places in its first intake, in response to huge demand.

The Ron Dearing UTC will focus on engineering and digital skills and is backed by the University of Hull and a number of employers, including communications provider KCOM, engineering business Spencer Group, and Siemens.

The new UTC had planned to take on 150 students for its first year, beginning September 2017, but applications have already outstripped that target, so a successful application to the Department for Education will allow it to increase this intake to 200 students.

Principal Sarah Pashley said the news was "really encouraging".

"We expected the UTC to be popular, but we've been surprised by how quickly the applications have come in," she said.

Almost 200 applications have already been received for the 100 places each available in years 10 and 12, but Ms Pashley stressed that students who want to attend should continue



Sarah Pashley

to apply up to the end of January, as "places will not be allocated on a first-come, first-served basis", and capacity might even expand further.

"If we receive sufficient demand to take us over the new level of 200 places, we can choose to reapply to the DfE to request a further increase," she said.

"We want to stress we will not go over more than 150 in any year group and 600 in total."

FE Week asked Mrs Pashley what she felt set her UTC apart from certain others which have closed amid reports of low student numbers, such as UTC Lancashire, Central Bedfordshire UTC, Hackney UTC and Black Country UTC.

"The biggest positive about Ron Dearing UTC is that our employer sponsors and Hull University are extremely proactively involved in the whole project," she added.

"They're not paying lip service to this; they are involved from leadership and governance right down to choosing the qualifications, developing the projects."

A DfE spokesperson said: "UTCs have a vital role to play by providing young people with the technical knowledge and skills employers are after, and it is encouraging that the Ron Dearing UTC is proving so popular."

Cambridge hit with a grade four from Ofsted

A University Technical College based in Cambridge has been hit with an 'inadequate' grade by the education watchdog Ofsted.

UTC Cambridge opened in September 2014, specialising in biomedical science, environmental science, and technology, and is backed by Cambridge University Health Partners and Cambridge Regional College.

A spokesperson for the Baker Dearing Educational Trust, which oversees UTCs, said: "Baker Dearing Educational Trust accepts, with regret, the findings of the recent Ofsted judgment for UTC Cambridge.

"Despite the issues highlighted in the report it is good to see that teaching and learning, assessment and 16-19 study is effective.

"We fully support the approach the board of governors and senior management team have taken to address issues raised in the report.

"The board has acted quickly to put in place plans to safeguard students.

"In the coming months, we will provide advice and help as needed and support the UTC in any way we can."

At the time of going to press the Ofsted report was yet to be published,

while UTC Cambridge was also unable to provide a comment.

FE Week has followed the ongoing problems with the UTC, and our research showed in October that more than 10 per cent of these 14-19 institutions are expected to close, only six years since the first one opened.

The latest UTC to shut up shop was the Royal Greenwich UTC in London, which Greenwich Council is converting into a secondary school at a cost of £13 million.

Its closure made it the fifth UTC out of 48 to fold since they were launched in 2010.

Four other UTCs – UTC Lancashire, Central Bedfordshire UTC, Hackney UTC and Black Country UTC – have all closed amid low student numbers.

The Department for Education meanwhile confirmed in September that a proposed UTC developed in partnership with Burton and South Derbyshire College would not now open, despite the £8 million the government had already spent setting it up.

And in October, Heathrow Aviation Engineering UTC was issued a financial notice to improve due to an "apparent loss of financial control".

Nearly 200 competitors honoured at closing ceremony

BILLY CAMDEN
@BILLYCAMDEN

Around 200 of the UK's top vocational learners were rewarded with gold, silver and bronze medals at the closing ceremony of the Skills Show on November 19.

Medals were awarded to the best entrants in 61 different skill areas, with a further 29 young people highly commended for their efforts.

It was colleges from Scotland and Wales which emerged as the big winners of the night, with the two countries claiming the top three places on the official medal table.

New College Lanarkshire took the top spot with 32 points, bagging the most medals with an impressive haul of four gold, two silver, four bronze and two highly commended.

City of Glasgow College, which was best overall in 2015, came second, followed by Coleg Sir Gar in third.

Speaking after the medal presentation Neil Bentley, chief executive of WorldSkills UK, said: "It has been an incredible, inspiring and hugely successful Skills Show culminating in a ceremony to honour the very best young talent Britain has to offer."

The closing ceremony marked the end of this year's national skills competitions finals and Skills Show 2016, which saw more than 90,000 people walk through Birmingham NEC's doors from November 17 to 19.



Apprenticeships and skills minister Robert Halfon (centre) speaking with an apprentice while on a tour of The Skills Show with Neil Bentley (left), chief executive of WorldSkills UK

An abundance of careers advice from leading employers such as Dyson and Jaguar Land Rover was on offer at the show, as well as the chance to have a go at more than 50 different skills, and the opportunity to speak to past WorldSkills UK competitors.

More than 500 talented young people took part in the national finals where winners were presented with awards at a special evening event, attended by around 1,000 people, which featured an opening speech by Carol Stott, chair of organisers WorldSkills UK and hosted by TV Presenter Will Best.

Daniel Pickering, aged 17, won a gold medal

in mechatronics for UTC Sheffield, who finished in joint fifth position with 12 points, taking home one gold, two silver, and one bronze medals.

Daniel said winning the competition was one of his "greatest ever" achievements.

"I really had to draw on all of my problem solving skills," he said. "I am so proud to be recognised as one of the best in the UK."

Abigail Buckingham, an apprentice with The Goldsmiths' Centre, won gold in fine jewellery making. She said: "It's been a great competition, an amazing opportunity a totally different experience. You find out for yourself

what you like about the trade and this will help you in your future career."

Skills and apprenticeship minister, Robert Halfon, visited the show on the Thursday and dubbed it as the "future of Britain".

Speaking with FE Week after the results of the national finals he congratulated the competitors and all involved.

"The Skills Show is the future of Britain. It is the competitors that make the show so special and important.

"I congratulate every one of the competitors and wish them every success, especially in their future jobs as examples of all that is best that skills can offer."

All eyes are now turning to Sweden, where 22 of the country's top apprentices and learners will be going for gold at EuroSkills 2016.

They will compete against the top European talent under the age of 25, from more than 30 countries in over 35 different skill areas between December 1 and 3 in Gothenburg.

You can download our Skills Show 2016 supplement at www.feweek.co.uk. Keep an eye out for our coverage of EuroSkills live from Gothenburg next week.

worldskillsuk
The Skills Show

FE Week & Me



INFO

Our annual FE Week and Me photography competition is back and once again FE Week has teamed up with NCFE to hunt for stunning pictures that portray learning in FE and skills.

This year there are two levels of entry: photography student and non-photography student. Entrants will be in with a chance of winning some stunning prizes and the chance to shadow a high-profile professional photographer.

TWO CATEGORIES

The competition is open to anyone studying within the FE and skills sector.

Our readers will vote for the winner, which will be announced in February.

To enter simply email your entry by January 6, along with your name, college or independent learning provider, course details and whether you are entering as a photography or non-photography student.

We look forward to seeing entries. For more information visit feweek.co.uk.

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FE commissioner's plea to rescue Hereward College

JUDE BURKE
@JUDEBURKE77

EXCLUSIVE

The FE commissioner is attempting to drum up support for a three-way merger that was cancelled after one of the colleges involved was handed a grade four rating from Ofsted.

The education watchdog gave Hereward College, based in Coventry, its lowest possible rating in a report that was published November 21.

It had been in talks with two neighbours, City College Coventry and Henley College Coventry, earlier this year about a possible link-up.

But the Coventry and Warwickshire area review, which was part of wave three of the reviews, finished by proposing that just City and Henley should join forces.

However, FE Week understands that the FE commissioner (David Collins until October and now Richard Atkins) has visited both colleges in order to persuade them to add Hereward back into their plans.

It is also understood that City College governors have discussed the proposal at a board meeting, though a spokesperson for the college declined to comment on this.

This intervention follows the sudden departure of Hereward's principal Sheila Fleming.

She is understood to have left due to illness during Ofsted's visit in October, and

has not returned to the college since.

FE Week understands that the Association of Colleges Create, the commercial arm of the AoC, has failed to find an interim principal for Hereward despite a search that has now lasted six weeks.

The AoC declined to comment on the status of the search.

Hereward College played host to around 570 learners during the last full-contract year, and provides full-time learning programmes at pre-entry level to level three for around 270 learners with high needs. Of these, 26 are in residential provision.

Ofsted inspectors were particularly damning in their assessment of safeguarding at the college, which was deemed "ineffective".

Their report said: "Governors, leaders and managers have not ensured that the college meets its responsibilities."

It said that its performance self-assessment is inaccurate, and found that governors, leaders and managers had underestimated the significance of serious weaknesses in safeguarding learners, and had failed to comply with the Prevent duty (see below).

A spokesperson for Hereward confirmed that Ms Fleming, who took the top job at the college in 2011, was on sick leave but gave no further details on her current situation.

The spokesperson also said in an email dated November 22 that a temporary replacement for Ms Fleming was expected to be appointed "this week".

The new appointment will be an interim principal, as it is believed that Ms Fleming may yet return to the post.

As reported by FE Week in May, the three-way merger involving City College Coventry, Henley College Coventry and Hereward College was endorsed by the former FE commissioner Sir David Collins.

City College Coventry, which has 6,000 learners, was itself given a grade four in its most recent Ofsted inspection in November 2015, while 3,350-learner Henley College Coventry was given a grade two in January 2014.

Henley College and City College confirmed in a joint statement that their merger plans were still going ahead.

"Both colleges are open to possible future strategic developments and have an open



dialogue with Hereward College whilst their board considers its options," the statement said.

"Any proposal for a wider merger would be a separate matter for our boards to consider."

The Hereward spokesperson said the college had not been aware of merger talks with the other two Coventry colleges.

The Department for Education was also unable to comment ahead of publication.

With Prevent and British values still in the spotlight, now is a bad time to lose the National Council of Faiths and Beliefs in Further Education, says Sam Parrett

As we approach the end of an extremely busy term, and indeed year, I am saddened to learn that the National Council of Faiths and Beliefs in Further Education will close down in March 2017.

There has never been a greater need for understanding and tolerance of faith and beliefs. At a time when Prevent is under the spotlight, Ofsted has made it very clear that colleges need to be assessing the impact of their policies. This is something the FBFE can support, with its expert understanding and experience of these very issues.

Yet another victim of FE funding cuts, the FBFE was previously well supported by the sector – both directly through college subscriptions and indirectly via income-generating activities with organisations like the government-funded Education and Training Foundation.

However, much of this funding has dried up and the charity has been left with no option but to close.

Over the years the FBFE has brought together a unique combination of college managers, principals, chaplains and members drawn from the many other faith and belief communities found in FE.

Since its inception in 2008, representatives from many organisations have been involved, including the Association of Colleges, the Association of Employment and Learning



SAM PARRETT

OBE, principal and CEO of London South East Colleges

For Prevent to succeed, we can't ignore religion

Providers, the former National Institute of Adult Continuing Education, and Ofsted. I myself have been a trustee since 2011.

As leaders of colleges or groups of students, we may be led by spirituality, a strong moral compass, a sense of purpose or indeed all three. We all draw on our own personal values and beliefs, whether these are founded in faith or not, when making decisions and often need guidance.

This is exactly what the FBFE supports, and it is entirely unique in terms of the service it can provide to the sector. Put simply, no other organisation can offer the same support.

Not only has the FBFE produced a range of excellent materials for the Spiritual, Moral, Social Cultural development (SMSC) curriculum, it has also trained many colleges in how to implement it.

Staff can often find it challenging to deal with controversial issues that relate to faith

and beliefs. This is entirely understandable but makes it all the more imperative that they receive support.

Here at London South East Colleges we have used FBFE's consultancy and training services to support our British values programme. We have also engaged the organisation to help train our staff on issues relating to religious tolerance.

This has been especially important where we are located in Greenwich, which has had a sad history of racial tensions and high-profile murders and incidents that have hit the national headlines.

There is no doubt that understanding issues relating to faith, belief and culture is essential for those working in FE and within society generally. The mission of our sector is to educate and train the next generation of citizens, apprentices, employees and employers.

Colleges all put a strong emphasis on

the employability skills of our students. Integral to this is the development of personal qualities within an individual and the way they can relate to others as well as technical skills and knowledge.

There has never been a greater need for understanding and tolerance

To deliver this to our students – as well as meeting the requirements of Prevent and the Common Inspection Framework to promote British values – we and others in the sector need external, expert support.

This development is both disappointing, but very worrying. At a time when faith, belief, culture and identity are high on the political agenda – set against a background of increased hate crime – the sector simply cannot afford to ignore the issues.

It's time to mobilise on this issue. We need to restore the FBFE or think long and hard about what will take its place.

Collab Group: Ofsted isn't the only marker of success

PAUL OFFORD
@PAULOFFORD

Ofsted does not “paint a complete picture” of success, according to a group of colleges which has just absorbed an institution with a grade three rating.

The Collab Group announced on November 21 that South Essex College had become its 34th member, the first in the group's history to be allowed to join with a ‘requires improvement’ rating.

The organisation, formerly known as the 157 Group, enacted a change in its membership criteria to allow this in January, overseen by chief executive Ian Pretty.

South Essex was featured in FE Week two weeks ago, given the dubious honour of being the lowest scoring college in the 2015/16 FE Choices survey into student satisfaction.

Its principal Angela O'Donoghue said she was “thrilled” to join Collab, as “the group really does represent the best of the sector”.

The old membership rules, made under Mr Pretty's predecessor Dr Sedgmore, explicitly invoked Ofsted ratings, including an “honourable agreement” among members that they would “voluntarily leave” if served with a grade four.

All previous members were a grade one or two when they joined.

But FE Week analysis of the group's 30 English members has shown that while Collab currently has five grade one members, none have been rated ‘outstanding’ since the common inspection framework was launched in September.

It has 15 grade two colleges, nine grade threes, and a one grade four – Ealing, Hammersmith and West London College, which was allowed to stay on after receiving the rating last December.

Looking only at Ofsted reports published under the new CIF, of the 13 members inspected, 10 had seen their grade fall (see table below).

Asked about the basis on which its website describes members as “leading colleges”, a Collab spokesperson said: “We do not believe Ofsted paints a complete picture of the success of a college.

“We have widened our basket of measures of success and quality.

“Collab Group colleges have a variety of attributes; they are large and diverse, technically and professionally focused, and they have ambitious apprenticeship schemes.

“They are entrepreneurial and employer-facing with great engagement with local businesses.

“Crucially, they prepare their students for successful careers and help get them into work.”

FE Week exclusively revealed in January the group's ambitious plans to

expand from the total of 26 members it had at that point, following its strategic review.

Mr Pretty, who had taken the reins there seven months earlier, and whose previous roles included senior roles at HMRC, the Cabinet Office and Capgemini, claimed at the time that up to 15 colleges had shown an interest in joining.

When asked about membership criteria, he said at the time: “A set of new attributes have been agreed to assess any future requests from a college to join.”

But, he added: “Ofsted grades one and two are regarded as successful, but ‘inadequate’ is not; there are other factors to be taken into account.

“There are a number of indicators of success that could be considered, for example if a college has been given a Beacon Award or impressive success rates.”

FE Week's National Index of Colleges also excludes Ofsted grades, as some were awarded many years ago.

Ofsted is due to publish its annual state of the nation report next Thursday, but has not yet commented on Collab's remarks.



Collab member inspected since new common inspection framework	Current inspection grade	Date published	Previous grade	Grade change
Stoke on Trent College	3	Nov-16	2	-1 ↓
Middlesbrough College	3	Sep-16	2	-1 ↓
South Thames College	3	Jul-16	2	-1 ↓
Newham College Group	2	May-16	2	0
Leicester College	3	Apr-16	2	-1 ↓
Derby College	2	Mar-16	3	1 ↑
Leeds City College	3	Mar-16	2	-1 ↓
City and Islington College (now part of WKCIC Group)	2	Feb-16	1	-1 ↓
Sheffield College	3	Feb-16	2	-1 ↓
Cornwall College	2	Jan-16	2	0
Ealing, Hammersmith and West London College	4	Dec-15	3	-1 ↓
Hull College Group	2	Dec-15	1	-1 ↓
Sussex Downs College	3	Dec-15	2	-1 ↓

EDITORIAL

Broker ban a victory for the students



It was a great honour to be recognised last week for my investigative reporting on FE (see page five), and I know our talented senior report Alix Robertson feels the same way.

The best thing about working for this paper is that we are given the time and backing to truly get to grips with really important issues for a sector which means so much to us.

It has been all the more satisfying, therefore, to learn that the SFA has taken on board our hard-won findings, showing how brokers are hiving off millions meant for frontline learning.

They deserve full credit and the decision to effectively ban brokers is the right one. Taxpayers and more importantly students lose out through this secretive business, as do subcontractors who have been paying the commission fees.

Rest assured we will be keeping a careful eye on how the tougher rules are implemented next summer.

Paul Offord, deputy editor
news@feweek.co.uk

AUTUMN STATEMENT TWEETS:

Nathaniel Harvatt @NHarvatt
Autumn statement 2016: £200m levy pot reduction forecast gives cause for concern - <http://buff.ly/2fV13kl> #AutumnStatement @FEWeek #educhat

IAC @IAC
#Apprentice National Minimum Wage to increase by 10p an hour - £3.40 to £3.50. Every little helps... #AutumnStatement

SeeDifferentHub @SeeDifferentHub
Good to see @PHammondMP has approved the apprentice minimum wage increase #AutumnStatement

caroline a @carolineartis
#AutumnStatement @EY_UKI good news that London can control Adult education budget

Gingerbread Policy @GingerbreadPA
Chancellor devolving adult education budget to #London - capital to get more say on helping ppl w support to work? @ker_gem #AutumnStatement



GLOOMY BREXIT FORECAST MEANS PROJECTED LEVY POT WILL FALL BY £200M

JUDE BURKE
@JUDEBURKE77

Fresh concerns have been raised about apprenticeship funding in England, after predictions on what the levy would raise were revised down by £200 million.

In the Phillip Hammond's autumn statement on Wednesday, government forecasts suggested that the levy would raise a projected £2.8 billion in 2019/20.

However the Treasury had predicted in last year's statement that the levy would raise £3 billion in that financial year.

The Office for Budget Responsibility had already revised the Treasury's original figures down by £100m for 19/20 during its economic and fiscal outlook in March this year.

However, these latest projections have sparked fresh alarm from Mark Dawe, the chief executive of the Association of Employment and Learning Providers.

"Without assurances, we are really concerned that non-levy paying employers will be feeding off scraps, which will not be good for the social mobility of young people in areas where there aren't big employers," he said.

"The quality of the apprenticeship programme must be our foremost concern, but we do need to make sure that enough

apprenticeship opportunities are available for young people."

The original £3 billion levy pot in 2019/20 was to be split, seeing £2.5 billion going to apprenticeships in England, and the remaining £500 million left over for the devolved nations.

A Department for Education spokesperson confirmed to FE Week that funding for apprenticeships in England was still planned to increase to £2.5 billion in 2019/20 "as set out at the spending review" published by the government last November.

But this stops short of the guarantee that has been given to Wales, Scotland and Northern Ireland.

A levy funding deal for the three countries, published by the Treasury on November 14, stated: "The devolved administrations will be provided with funding certainty, as the UK government will manage any difference between the levy forecast and actual levy revenues."

This appears to suggest that the chancellor would need to plug the gap from any shortfall.

This new shortfall is part of a gloomy overall picture of the state of the economy following this year's vote to leave the European Union.

The OBR's latest economic and fiscal outlook, published alongside the autumn

statement, also downgraded its predictions for earnings growth.

The drop in apprenticeship cash relates directly to these new lower growth figures, as levy funding will be raised from a tax on PAYE.

The levy is due to be introduced in April 2017 and is set at 0.5 per cent of an employer's paybill, provided that's above £3 million.

Keith Smith, director funding and programmes at the Skills Funding Agency, told delegates at the Association of Colleges annual conference this month that around 20,000 employers will be subject to the levy – with some 400 employers being responsible for around half the total levy payments.

All apprenticeship training in England will be funded from the levy pot from May 2017.

Levy-paying employers will have their own accounts to pay for any apprenticeship training, which they will access through the new digital apprenticeship service.

Funding for employers that don't pay the levy, as well as all top-ups and additional payments, will come from the money that levy-paying companies don't spend from the overall pot.

Also announced in the autumn statement were plans to devolve the adult education budget to London from 2019/20, and to increase the apprenticeship minimum wage from £3.40 an hour to £3.50.

COMMENTS

Exeter College is the best college in the country, according to FE Week's new league table

Well done to Derwentside College for consistently high performance and to Nick and team for providing the balanced scorecard analysis.

Karen Redhead

Strong indication of English and maths post-16 requirement change

FE have been pointing out that GCSE resits compulsory for D grades was not suitable since the funding guidelines changed this was not a reaction to the results. English and maths practitioners along with many others in FE have been ignored. This has demotivated and caused unnecessary stress to many learners. Why are the

people who fully understand never listened to.

Kat

This change can't come soon enough. English and Maths GCSE resits are completely unsuitable, and therefore demotivating, for many weaker students in FE. Functional Skills are a good, appropriate alternative – but do need to be updated to the world we live in.

Garry Britton

The G.C.S.E resit figures from previous years should have been enough to show that making learners who achieved a 'D' resit would not be suitable. Why do these policy makers always have to play with learners lives in order to realise what is blatantly obvious to anyone with any shred of common sense.

Andy

FE Week team sweep the board at Education Journalism Awards 2016

Fantastic- such a positive accolade and recognition of your work, well done and congratulations

Lynne Sedgmore

Well done FE Week and Schools Week! Great news for Alex, John and Paul – well done indeed!

Ruth Sparkes

Congratulations to FE Week and Schools Week for this recognition. well done

Nasir Warsama

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EXPERTS



THE PRINCIPAL'S OFFICE

Graham Taylor is principal and chief executive at New College Swindon. He has more than 25 years' experience in further and higher education across six colleges and writes exclusively for FE Week once a month.

What has Michael Gove done to A-levels?

If A-levels are big business, why don't we allow more consumer choice, asks Graham Taylor

A-levels are still big business and the main choice for 16-to-18s at level three. Over six times more learners take A-levels than advanced apprenticeships.

Yet they are being gutted. Historian and author Simon Schama has described the cull as a "big dull axe wielded by cultural pigmies". The latest A-level to be cut is History of Art, which follows Archaeology (despite howls from Tony Robinson and co), Classical Civilisation, Communication & Culture, Anthropology, Creative Writing and Electronics – quickly restored because someone pointed out it's a STEM subject (I'm not making this up).

If we are restricting choice because it is expedient and cheap for the exam boards, this has a certain, if sad, logic to it. If we are restricting choice because we feel the subjects are not useful or vocational enough, this is plain short-sighted. Universities and employers like the breadth of A-levels – they also like the International Baccalaureate, where students continue to study as many as seven subjects. Once again, the biggest losers seem to be our students, whose interests are being thwarted at too young an age.

The AQA exam board says too few pupils take History of Art – the number was 839 at the last count – and they can't recruit enough experienced examiners. Waldemar Januszczak, the Sunday Times Art critic, recently countered that by claiming he has enough qualified art historians on speed dial to mark all the art history papers in the country.

Only 107 schools offer the subject (including my college); 90 of these are fee-paying.

Focusing on the Department for Education's English Baccalaureate (Ebacc) core subjects – English, maths, history or geography, the sciences and a language – means that the rest of the curriculum suffers. Schools will concentrate on Progress 8 scores that count in the performance tables, which include English, maths, three other EBacc subjects (sciences, computer science, geography, history and languages); and three further subjects, which can be from the range of EBacc subjects, or can be "any other approved, high-value arts, academic, or

vocational qualification".

Teaching for the rounded individual may wither, to be replaced by targeted withdrawal in peripheral non-core arts and humanities subjects. But who should judge what core and non-core subjects, or learning and skills really should be? Digital skills, anyone?

The biggest losers seem to be our students

While we're focusing on how the drive for more academic learning has hurt A-levels, it might be time to ask the question: what's so great about linear courses of study?

Some claim that it is a good thing: AS exams can eat into teaching time. And given the level of skill required at AS may be the same as at A-level, some argue learners will struggle to get to this standard in one year, thus increasing the fail rate and putting some learners off completing the full A-level.

Despite this, however, and despite my college's financial interest in supporting the policy – we would save £150k a year if we scrapped AS exams – I am still not convinced about the value for learners.

AS is a stepping-off point for many, who take four AS-levels in their first year, then drop one subject to focus on 3 A-levels in the second year. The AS grades are also a good lead indicator for UCAS and university gatekeepers, holding far greater value than, saying 'Jonny is making good progress on his A-level'.

And perhaps most importantly, after one year, the results can function as a valuable reality check and wake-up call for learners and staff alike. Without milestones, we may be setting some learners up to fail.

Rather than add to the voices raging against the post-Govian bias against soft arts subjects (which seem to have been depressingly ineffective), I would make the argument from another angle: consumer choice. If a subject dies a natural death due to lack of take-up so be it, but if learners young or old want to study it, why not? And if some learners or colleges function better with a modular approach, was it really necessary to decree that one path was best for everyone?



TRACY FERRIER

Global skills lead for the British Council

Should colleges work internationally?

Internationalisation of our colleges is not an academic nicety but a fundamental necessity, and there are many ways to do it, says Tracy Ferrier

A lot of attention has been given recently to the challenges faced by UK colleges delivering large commercial contracts overseas. While some of this negative attention may be understandable, the danger is that it will put other colleges off enabling staff and students to reap the significant benefits of internationalisation.

Globally, the challenges faced by governments and skills stakeholders are strikingly common. The need to engage employers in training, to close the gap between education and industry standards, and to develop soft and technical skills – these issues matter in Kerala as they do in Kettering.

Internationalisation of vocational education means coming together to share best practice and tackle big challenges globally. It is also about responding to the increasing mobility of learners and attracting them to UK education and training.

But internationalism goes even further: it is also about instilling in the minds of learners a broad and empathetic understanding of a range of cultures, languages and contexts.

As the UN General Secretary Ban Ki Moon said: "Education is about more than literacy and numeracy, it is also about citizenry."

The diversity of different approaches provides a richer educational experience and is vital for preparing our learners not just for global work, but for global life.

I am reminded of a memorable conversation from a few years ago. I was lucky to meet a student from a college in Scotland, following her return from a vocational exchange opportunity in Dubai. She was enthused by her time abroad, proud of what she had achieved and referred to the exchange as a "life-changing" experience.

Whatever the degree of personal transformation in the long term, it had clearly had an impact on her confidence and motivation. When she shared her story with fellow students, her message, saying "if I can do this, I can do anything, and so can you", was very empowering. For me, this sums up the power of internationalisation.

We at the British Council know that various colleges in the UK have been involved in the successful delivery of all sorts of overseas commercial contracts and partnership projects

in many different countries. This is a good thing but not necessarily the right approach for all colleges.

There are many different ways for colleges to work internationally, some which require very little investment and are low-risk, such as hosting visits, job shadowing and exchanges.

These all provide the opportunity to share ideas and best practice with counterparts from overseas and can provide a platform to build longlasting and profitable relationships.

The increased focus on combating extremism and radicalisation of young people, in particular the Prevent duty, has thrown intercultural challenges into sharp focus. Internationalisation is a key tool in building mutual respect and tolerance.

Harmful attitudes can dissolve on contact but simply learning about other cultures within training will produce significant gains. By fostering an open-minded, tolerant and curious environment we can supplement technical learning with skills on which employers and societies place a high premium.

Diversity is vital for preparing learners for global life

There are a range of tools to aid internationalisation, such as college partnership opportunities, leadership exchanges and mobility opportunities for staff and students, to mention a few. Sometimes though, it is as simple as taking the time to think about how those in your position in a different culture and context are working, teaching or learning.

Looking at a map, exploring the Internet or sharing a technique used in a different country related to the learning programme can all spark innovation and make you view your own world differently.

Those at our colleges and training providers will be working alongside a range of cultures and using techniques learned from all over the world in the future.

Internationalisation of our colleges and curricula is not an academic nicety but a fundamental necessity. Let's give our young people a head start.



Vice Principal Quality & Standards

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This is a career defining opportunity to join a newly created major college in the role of Vice Principal Quality and Standards. You will be working in one of the largest colleges – the newly formed London South East Colleges which came about by a merger of Greenwich and Bexley with Bromley College, creating an organisation of around £50 million. The role involves working as part of the college executive team to ensure that all aspects of teaching and learning and the student experience are on track to become outstanding.

This role combines the best of strategic visioning and leadership with the crucial operational aspects of ensuring everything we do is of a consistently high standard. The role will provide the right person with an opportunity to create a compelling vision for outstanding teaching and learning across all aspects of the college's work whilst working within a very complex and multisite environment to drive forward quality improvement. In addition, this role provides an opportunity to contribute to the growth and development of a multi-academy trust.

As the senior leader who sits on top of quality across the whole organisation you will be given a high degree of autonomy to develop strategies and to make decisions whilst being the guardian of culture, behaviour and standards across this newly created organisation.

We are looking for the best fit for our team; someone with real professional credibility who can command the respect of everyone in the organisation. A resilient individual with fresh ideas to move us forward, with excellent and compelling communication skills and a very clear focus of what excellent teaching and learning looks like. In addition you will be able to thrive in a multisite London environment, will have a strong appreciation of the challenges facing us and will be a champion for equality and diversity.

Key Dates:

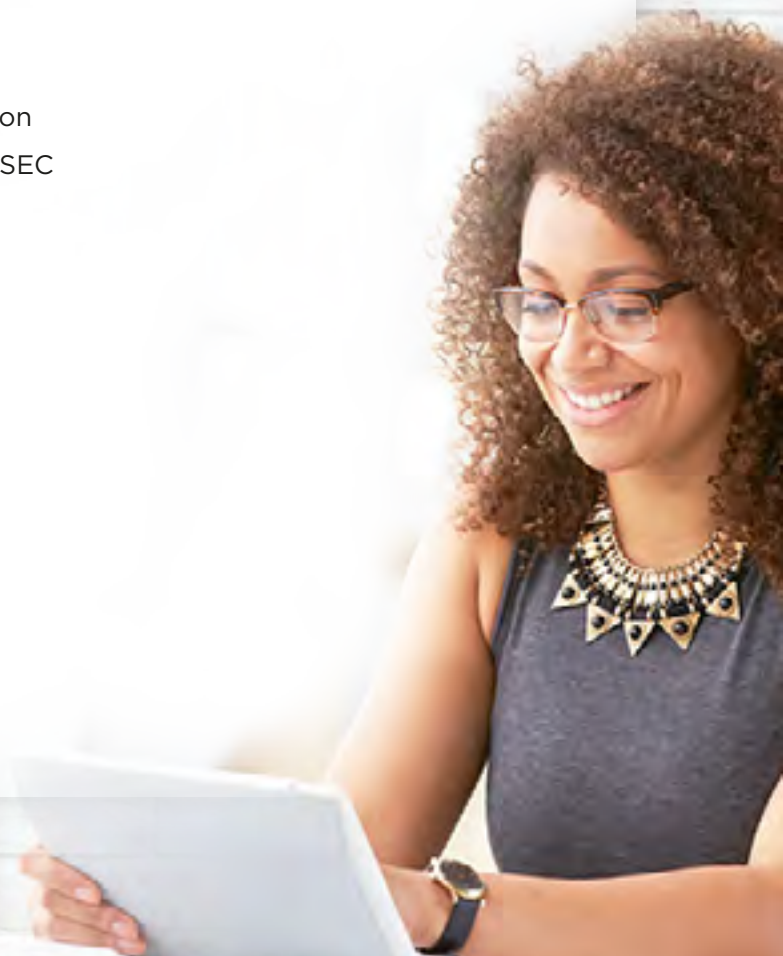
Closing date for applications:	Monday 5th December 2016 at noon
Longlisting Interviews:	Thursday 8th December 2016 at LSEC
Shortlisting:	Thursday 8th December 2016
Final interviews:	Friday 13th January 2017 at LSEC

For a full candidate pack and details on how to apply please visit
<http://lsecleadership.com/>

For an informal conversation please contact Samantha Bunn
on 01454 617707.

NB: FEA has been retained by LSEC on an exclusive basis

F E A





Placement Co-ordinator for Community Development and Youth Work

(0.4)

Point 29, £30, 738 pro-rata

Ruskin College Oxford wishes to appoint a Placement Co-ordinator to support placements across the College and directly support the programme team on its highly popular and successful BA Community Development and Youth Work.

You will hold a good honours degree and a teaching qualification relating to the relevant subject area. You will have extensive teaching experience, good communication (oral and written) and interpersonal skills with an ability to work effectively as part of a team. Details of the programme can be found on the website www.ruskin.ac.uk

Please contact Laura Cozier for an application form and job details lcozier@ruskin.ac.uk
Closing date: 9th December 2016
Interviews are likely to take place by the 16th of December 2016.

English and Maths Non-Leadership Teaching Roles

We are continuing to offer free recruitment advertising for all English and Maths teaching roles.

Get in touch with Bridget for more details.

To advertise with us contact Bridget Stockdale on
020 3740 1577 or bridget.stockdale@feweek.co.uk



Marketing Coordinator 0.5 fte

£22,284 - £24,267 pro rata

We are looking for an excellent communicator and innovator with outstanding organisation skills able to deliver information with energy and impact. You will be actively involved in the creation, coordination and evaluation of a community focused marketing campaign and materials, making full use of the website and social media.

This post is part time - 18 hours x 52 weeks. Occasional evening and weekend work will be required to support events and outreach activity. Maximum salary £24,267 pro rata (£11,142 - £12,133 for this post).



The full advert is on FE Week Online.

For further information and an application form please visit our website www.redbridge-iae.ac.uk

Applications must be emailed to staffing@redbridge-iae.ac.uk or posted to:

Staffing,
Redbridge Institute,
Gaysham Avenue,
Ilford
IG2 6TD

to be received by
**5.00pm Wednesday 30th
November 2016.**

CPD and Teaching & Learning Adviser 0.5 fte

£26,000 pro rata

This role will support teaching staff towards achieving outstanding teaching and learning, developing a flexible, responsive CPD programme and working with tutors to support the embedding of basic skills, British values, employability skills and the innovative use of new technologies.

This post is part time - 18 hours flexibly across the week. There is potential to combine this role with a teaching commitment. The salary is £26,000 pro rata (£13,000 for this post).



Quality Assurance Manager for Access to HE

Salary: £24,980.67 per annum

Working pattern - Full Time (Monday to Friday)

Closing Date: 05th December 2016

Ascentis is both an Access Validating Agency licensed by the Quality Assurance Agency (QAA) and an Awarding Organisation recognised by Ofqual. We currently have a vacancy for a Quality Assurance Manager for Access to HE based in Lancaster. This is an exciting opportunity to join our Team where you will be responsible for the management of quality assurance systems for our full range of Access to HE Qualifications. You will provide support to our dedicated team of External Moderators working with our customers enabling them to provide the best experience for learners undertaking Ascentis' Access to HE qualifications. A key part of this role, you will be required to visit centres across the country so you must be available to travel (in some cases be away from home overnight) to ensure that you are able to fulfil your duties effectively. You may also be involved with the investigation of other quality assurance issues such as malpractice or maladministration working closely with relevant stakeholders to resolve any issues bringing centres back up to standard. You should have excellent attention to detail, confident with the production, presentation and analysis of data with experience of active contribution to quality assurance systems.

Apply here: www.ascentis.co.uk/Pages/FAQs/Category/job-vacancies

English or Maths Subject Team Leader



Salary: Packages up to £45,000

Hours: Various Opportunities, Full Time & Part Time (Including Maternity Cover)

We have an exciting opportunity for talented, highly motivated and enthusiastic GCSE English and Maths Subject Team Leaders, to contribute to the delivery of our ambitious vision. The successful candidate will have the ability and drive to inspire diverse groups of young people to achieve their full potential.

We are seeking values based staff, who are committed to our ethos of working in partnership with individual students to ensure each achieves their full potential. In support of this you will plan and deliver inspirational, engaging lessons to ensure our students participate and develop their skills to enable them to progress and achieve.

Candidates should have a relevant professional qualification and experience of teaching in a classroom setting. You will be able to demonstrate the ability to motivate students through the use of varied teaching and learning strategies with an emphasis on student progression and differentiation.

If you would like to have a confidential discussion about this role, then please contact Karen Brown on **01908 637006** or by email Karen.Brown@mkcollege.ac.uk

Website:
<http://www.mkcollege.ac.uk/joblist/campus-based-vacancies>

Email:
recruitment@mkcollege.ac.uk

Successful candidates will have the following;

- A strong track record of good or better teaching and learning delivery across a range of levels, attaining high quality student outcomes
- A degree or equivalent qualification in related subject
- A recognised higher level teaching qualification
- Strong curriculum knowledge, subject leadership and team working that delivers multiple and diverse teaching methods
- An ability to engage and motivate students to deliver high performance outcomes in a further education environment

Milton Keynes College is a general further education and training provider with Campuses at Chaffron Way, Bletchley and Central Milton Keynes. The college is the largest provider of further education and training in Milton Keynes, offering a varied mix of vocational and academic courses to a diverse set of students. The College has a number of commercial outlets which are open to the public including an award winning restaurant, Hair & Beauty Salon, Personal Training Studio, Nursery and Gallery space. Milton Keynes College also has an offender learning contract, providing education within 28 prisons across the country.

We also offer a wide range of benefits to our employees, including: Childcare vouchers, a multitude of training opportunities, Car Salary Sacrifice, Cycle to Work, a number of local discounts in Milton Keynes, LGPS and TPS pensions, free parking at our main campus sites and discount at our onsite Brasserie restaurant and The Graduate Salon.

Milton Keynes College is values led organisation: Integrity, Excellence, Inspire, Respect, Innovate.

Milton Keynes College is a committed "safer recruitment" employer. We take extreme care in ensuring the safety and welfare of children, young people and vulnerable adults. All positions therefore undergo a stringent vetting process to include DBS for all positions.

We want to develop a more diverse workforce and positively welcome applications from all sections of the community.

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We are an Ofsted grade 2 training provider experiencing considerable growth, partnering with organisations including the NHS, Servest, TC Facilities Management and Hitachi Capital.

We are looking for:
Qualified Assessors / Trainers, permanent and freelance, to join us at this very exciting time. Drawing on your own expertise, knowledge and experience you will support learners in the workplace through their Apprenticeship in Hospitality, Business Services, Facilities Management, Cleaning, Health & Social and Clinical Care.

You will receive:
A competitive salary, Perkbox, RAC cover, competitive mileage rate, a supportive and friendly working environment, a generous bonus and more. Competitive Freelance rates for those that are self-employed.

Requirements:
An Assessing Qualification (A1/PTLLS/TAQA/CAVA) and confidence in the delivery of functional skills maths, English up to Level 2.

Interested? Email your CV to joinus@qube-learning.co.uk.

*Based on our 2016 Employee Survey.

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Tutor: English GCSE (Full-time, permanent role)

This is a great opportunity for a dynamic, professional individual qualified in an appropriate discipline to join a forward thinking college to develop and teach GCSE to groups of learners from across the college.

It is essential you are qualified to a minimum of Level 3 in English and possess a teaching qualification. Candidates should have experience of successfully delivering GCSE English within a college or school environment.

It is essential that you have the ability to build positive relationships, displaying excellent communication, organisational skills and administrative skills demonstrating a flexible and professional attitude.

You will be a highly self-motivated, energetic and driven individual, encompassing a strong sense of autonomy. You will possess excellent presentation and communication skills and be able to demonstrate achievement of targets.

This post has
836 delivery hours

The salary will be within the qualified
delivery scale **£24,878 - £36,613**

The role will require you to take on and work to the college's values; working with **professionalism**, taking **responsibility** for your actions, and giving **respect** to customers and colleagues alike.

For further information and to complete an online application form please visit www.wnc.ac.uk/vacancies



Programme Co-ordinator/ Tutor Mathematics

Salary Point 30 £31,665 Permanent, Full Time Ruskin College Oxford

Ruskin College Oxford wishes to appoint a Programme Co-ordinator/Tutor for Mathematics to teach on its highly popular and successful FE programme from January 2017.

You will hold a good honours degree and a professional qualification relating to the relevant subject area. You will have extensive teaching experience, good communication (oral and written) and interpersonal skills with an ability to work effectively as part of a team. Details of the programme can be found on the website www.ruskin.ac.uk

Please contact Laura Cozier for an application form and job details lcozier@ruskin.ac.uk
Closing date: 9th December 2016 .



LECTURER – MATHS

Salary up to £36,791 per annum (dependent on qualification status)

We are seeking a passionate maths Lecturer to deliver GCSE mathematics and Functional Skills to students studying on full-time vocational Study Programmes.

Qualified to Degree Level in a maths related subject, you will be passionate about your subject and possess innovative approaches to teaching and learning. With experience of teaching or training, ideally you will have a proven track record in delivering GCSE programmes and possess a Level 5 teaching qualification or be willing to work towards one.

Solihull College is a fantastic place to work and pride ourselves on our strong English and maths team who actively share good practice and are committed to continual improvement. Support and on-going professional development are a significant part of our work with all English and maths teachers.

Please contact Patrick Geary, Director of Quality Improvement via patrick.geary@solihull.ac.uk to discuss any queries regarding this opportunity.

Closing date: 8th December 2016 at Midday (12.00pm)
Interviews are being held on Thursday 15th December 2016.

Careers



English & Maths Lecturers Required

The City of Bristol College welcome CVs from English & Maths Lecturers (GCSE/A level) who would like to be part of our 'bank staff' and will be available to cover short term.

Please send CVs to
human.resources@cityofbristol.ac.uk



For further details visit <http://www.cityofbristol.ac.uk/jobs/vacancies/>

Functional Skills English and Math



Regions: Nottinghamshire / Derbyshire
Basis: Full time with flexible hours, performance related pay
Salary: £28,000 OTE plus mileage
Hours: Flexible (min 3 days per week)

Due to the outstanding successes of our work to date, we are looking to expand our team of experienced Functional Skills tutors. You will be delivering English and Maths from Entry Level 3 through to Level 2.

The role will be working on a peripatetic basis, delivering in your region. Willingness to travel and your own transport are essential.

Essential Criteria - please do not apply if you can't comply

- Cert Ed / PGCE / DTLLS or equivalent
- Experience in teaching English and Maths
- Outstanding personal written and verbal communication skills
- A driving licence and access to your own transportation
- Excellent ICT Skills

The successful candidates will also be required to have a valid DBS clearance check.

How to apply

In the first instance, please send an email outlining your recent relevant experience together with your CV to Nadira Begum at nadira.begum@nccprofessional.co.uk

Sessional Lecturers in Maths and English



Salary: £28.32 per hour

Hours: Various

These posts provide the opportunity to plan and teach engaging Maths and English classes to students from our various College vocational areas and to contribute to the department's journey to Outstanding.

We are looking for professionals who are results focused with the drive to achieve excellence. Successful candidates will have the opportunity to:

- Deliver inspiring teaching and excellence in planning, motivating and assessing learners, acting as Course/Subject Leader as required
- Contribute to the planning, development and review of activities, including course reviews, self-assessment and other college QI activity
- To promote high levels of retention, achievement and attendance within the learner population

The ideal candidate will have the ability to deliver a diverse range of Maths/English qualifications, ranging from entry level, through to GCSE and above. Ideally you will be qualified to degree level in Maths/English, or will have an equivalent industry or professional qualification, and will hold a full teaching qualification (or working towards this). Candidates will have an innovative approach to teaching and will ensure that lessons are designed to not only develop skills but that they connect to the industry which the students aspire to work in.

Successful candidates will join our "bank" of hourly paid staff and will be allocated work on a flexible basis.

For full vacancy details and to apply visit our website <https://careers.esc.ac.uk> or contact the Human Resources department on 01737 772611 (option 3).

Full time Functional Skills Tutor

Location: West Midlands

Salary: £25k - £30k

(depending on qualifications and experience)

We are a well-established, expanding training provider looking for an outstanding, dynamic and self-motivated individual to deliver Functional Skills in English, Maths and ICT to individuals working towards vocational programmes from Entry level 1 to Level 2 within our work based learning provision. High achievement rates, learner satisfaction and progression are key responsibilities of this role. The successful applicant will understand the Functional Skills programmes and how to best enable our learners to achieve well. You will be sensitive to your learners' needs and enable and encourage them to express and reach their true potential. You'll also know how to monitor each step of their progress through development of their learning plan and the review process and celebrate their successes.

If you can help to inspire and support our learners to progress and achieve their qualifications, and want to be part of our successful team please submit your CV to Sarbjit Bahia, HR Manager, email address: sarb.bahia@gbtraining.org.uk or post, to be received by 5.00pm Friday 9th December 2016. This post will require a Disclosure and Barring Service (DBS) check. We strive to achieve diversity in our staff to reflect the community we serve.



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Far from being “elitist”, Lord Sainsbury’s recommendations give those who can’t get into elite universities a chance to compete, says Andy Forbes

I was incensed at Lord Sainsbury being branded “elitist” for his definition of technical education; he is right to set a high bar for quality education in the sector.

Far from being “elitist”, the Sainsbury Panel’s recommendations give the FE sector a golden opportunity to challenge the elitism of a system where the curriculum of Eton and Oxbridge is seen as the model for all to follow.

We are standing at a turning point in the fortunes of the English FE sector. More importantly, we are standing at a turning point in the strategy for economic prosperity and social mobility, which has been at the root of modern educational policy in the UK.

Most importantly of all, we are at a pivotal moment in which we have a chance to arrest the policies that inadvertently have condemned thousands of young people and adults, primarily from disadvantaged backgrounds, to an educational and qualification cul-de-sac. Far from improving their prospects of career advancement, the “widening participation” policies of the past 20 years threaten to trap students from hard-pressed families in a permanent limbo of low wages, insecure employment and chronic personal debt. Exactly the opposite of what most of us working in FE would hope for.

All of us have been won over by the argument that in a modern economy where knowledge and expertise are the most



ANDY FORBES

Principal & Chief Executive, The College of Haringey Enfield and North East London

Technical education is our best chance to achieve social mobility

valuable resource, the expansion of higher education is the right thing to do. And it certainly is – all the evidence is that an economy based on advanced technology requires a higher proportion of highly skilled people in the workforce if it is to be successful. But this does not mean it is right to focus only on expanding the number of students doing full honours degrees and throttle funding for all other high-level courses. And it doesn’t mean that it’s right to expand willy-nilly the numbers doing degrees of all kinds – with no regard for the exact type of skills or volume of skilled graduates the labour market actually requires.

Reckless expansion by universities of degree courses is producing a massive over-supply of graduates with the wrong sorts of degrees, who have little chance of finding a graduate job and who, thanks to the student loan system, have been saddled with an eye-watering level of debt. Those

who are in this position tend to be those from poorer backgrounds, disproportionately from ethnic minority communities, and disproportionately female. Whether we like it or not, they haven’t gone to the top-brand universities and they haven’t done high-premium degrees in science, medicine, law or economics. Despite the BTECs and A-Levels they’ve battled to get, they simply can’t get in.

Technical education has been squeezed out by this headlong rush towards honours degrees. Yet it is exactly the right path for those people who don’t have the social and cultural networks – and often, the money – to get them into elite schools and universities, but nevertheless want to earn good wages and avoid bad debt. Technical education is the academic and vocational preparation of students for jobs involving applied science and modern technology – exactly what the modern economy desperately needs in abundance.

So, yes, keep pushing to get disadvantaged students into Russell Group universities doing prestigious degrees. But for those who don’t make it, the best alternative is not necessarily doing a degree at your friendly neighbourhood university. It’s doing an HNC, HND or degree apprenticeship, or at least it certainly should be.

Technical education has been squeezed out by this rush towards honours degrees

Widening participation in universities does not in itself promote social mobility. What will do is the return of high quality further education, linked to high quality technical education.

Lord Sainsbury is right. Professor Alison Wolf is right. We in the FE sector should be clamouring for their alternative vision for social mobility to be implemented right away and for the FE colleges best placed to deliver it to be resourced at least as well as the universities have been.

NOT TO BE MISSED

LSECT DATA CONFERENCE

The Lsect FE Data Conference has been running termly for 8 years, and in February 2017 it will be bigger than ever.

Over 300 MIS professionals from colleges and training providers will be treated to business critical ILR updates and more at the stunning new etc venue conference centre at County Hall.

Our Data Conference brings together ILR funding and data specialists to discuss funding, data quality, and the use of data to run efficient organisations and raise education standards. Data is important for colleges, training providers, commissioning agencies, auditors and Ofsted. This means data needs to be accurate, complete, timely, valid, credible, reliable, consistent and relevant. These high profile conferences provide a vital opportunity to hear good practice and updates from the experts, as well as share experiences and meet other colleagues working with data in colleges and training providers

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CAMPUS ROUND-UP *with Sam King*

New arrivals make history at college



The new baby corn snakes at Hartpury college

The arrival of two baby corn snakes at a college in Gloucestershire have made history as the first reptiles ever to be hatched on site.

Hartpury College has a collection of over 70 different species of snakes, but never before has a reptile been successfully hatched at the college.

The corn snakes needed a specialised incubator to keep them at the correct temperature, with the eggs kept at a toasty 30 degrees and an 80 per cent humidity.

The new babies will provide a new learning experience for students at the college, who have so far had experience only

in caring for a range of adult snakes.

The snakes are expected to grow to between four and six feet in length, and have a lifespan of around 15 years.

The animal collection manager at the college, Aleksandra Lipinska, said: "It has been a great learning experience for all the students involved and we are really pleased it has been a success.

"Now that we have successfully bred and hatched our first reptiles we are planning on doing some more breeding. We have plated lizards here that are quite rare so we are looking at getting a programme in place to breed them as well."



A member of staff unwinds at a healing session

Quirky college training day goes down well with staff

Staff at a Blackpool college have enjoyed a training day with a difference, complete with ideas-sharing workshops and pampering sessions.

Blackpool Sixth Form college hosted the Staff Marketplace event in one of its main catering areas, with the aim of getting staff to share tips, techniques and resources they use in their departments.

Each department had a stall with examples of what they did well, with others taking inspiration and seeing how it could then be applied within their own area of the college.

In order to boost the wellbeing of the

workforce, there were also free taster sessions in reflexology and reiki healing, healthy lifestyle advice, gym demonstrations and mental health awareness on offer.

The emphasis on positivity also carried on into the afternoon, with a session on how to encourage students to approach their learning and personal development with greater positivity and resilience.

One member of staff who attended the event, said: "The marketplace is a wonderful idea – it is a great opportunity to learn from staff right across the college and we have all come away with plenty of new approaches to try."



Robert Wright with his award

College student crowned 'all-round inspiration' at care leavers' awards

A student at Salford City college has won the title of 'all-round inspiration' at the Greater Manchester Care Leavers' Awards.

Robert Wright took the top accolade, along with £100 worth of vouchers, for his volunteering work.

He has volunteered for five years with young people at the YouCan Community Club and also volunteers at the British Heart Foundation in Eccles. Alongside this, he is also a member of the Salford Youth Council.

It isn't the first award Robert has won for his extra-curricular work; he has previously received an award for 'outstanding volunteer' from the Salford City College Annual Awards,

as well as a medal for his involvement with YouCan community club, which won the Queen's Award – the equivalent of an MBE for voluntary groups.

Held at the Royal Northern College of Music, the awards aim to recognise the achievements of young carers across the region.

Award categories included community and volunteering, sport, leisure and apprenticeships, with the ceremony culminating in the final award for being the 'all-round inspiration'.

Speaking of his newest accolade, Robert said: "All-round inspiration is a very prestigious award and it's another reason why this has been such a brilliant year!"

New construction centre named after beloved teacher



The Diett family at the opening of the centre

A college's new construction centre has been named in memory of a teacher who recently lost his battle with cancer.

The Kevin Diett Construction Centre at Sussex Downs College in Eastbourne has been named after the former course leader in brickwork, Kevin Diett, who passed away from the disease earlier this year.

The centre was officially opened by Kevin's wife Veronica and attended by his two sons, daughter and grandchildren, along with staff and students at the college.

Nigel Edwards, the college's new course leader in brickwork, said: "Naming this

building after Kevin was a must-do for us. One student I spoke to earlier said they never saw him without a smile on his face. The students here today are here because of Kevin."

Veronica added: "Kevin would be so humbled by this. He loved working here, loved his students and enjoyed coming to work every day. I hope the college has continuing success in brickwork, bringing in students who come to learn and be prepared for the workplace."

A commemorative brick is displayed at the entrance of the new centre as a tribute to the well loved course leader.

Students bring home the bacon at Smithfield festival

The annual East of England Smithfield Festival attracts competitive farmers from across the country, with the College Challenge category perhaps the most competitive of all. The 2016 winners have now been crowned. Samantha King reports.

For months, students from agricultural colleges across the UK have been gearing up for the East of England Smithfield Festival's College Challenge, which took place last week.

Judging students on their knowledge of all aspects of farming, from identifying feed to assessing a quality carcass, the challenge saw over 30 teams from across 15 colleges enter in the hopes of returning home as champions.

After beating off stiff competition, it was a team of four girls from Askham Bryan college in York that brought home the bacon – and £300 in prize money.

Emily Watson, Marian Porter, Pippa Jackson and Lauren Rucklidge – currently in their second year of studying an extended diploma in agriculture at the college – each had to complete an individual challenge, before taking part in a final group task, which saw them sail into first place.

Each team member had to judge a breeding ewe, a breeding heifer (a cow



(L-R) Pippa Jackson, Emily Watson, Lauren Rucklidge and Marian Porter
Lecturer Tim Moakes (left) with the girls and boys teams from Askham Bryan

that has not previously had a calf), a lamb carcass or a pen of finished lambs, before working together to pass the final task of identifying different types of feed.

In order to judge the animals, students looked out for features such as the quality of their coats, the amount of muscle along their backs, loin and tail head, and the level of fat along the ribs – a key aspect in identifying animals ready for slaughter.

They were then asked to put the animals in order of merit, and received a mark out of 100 from the judges.

Livestock lecturer at the college Tim Moakes, who accompanied the students to the event, said: "The tasks tied in well with the agriculture course, as half of the modules are about livestock. Learning what a good heifer or good breeding ewe should look like, and identifying what a finished animal looks like if you're going to send it off for slaughter, are all key skills."

Askham Bryan college also entered a team of four boys, Tom Hartley, Richard Allen, Henry Grant and Freddie Harrison, but they were pipped by the girls.

Aside from the College Challenge, there were also categories for butchers, young stockperson of the year, the trade stand award and the livestock equipment award, appealing to professional farmers of all ages looking to show off their skills in their respective parts of the industry.

Mr Moakes said: "You drive them there, you get them ready, you give them some confidence, you tell them that they can do it, you can organise them and make sure they know where they should be, and then you leave them to it.

"We're all very proud of the students' performance, their achievement and the conduct shown. They were able to represent the college so well and we're just really proud of them. It just shows that we must be doing something right."

The festival was established in 2011 after The Royal Smithfield Club joined up with the East of England Agricultural Society Winter Stock Festival, and is the leading primestock show for commercial cattle and sheep; hosting one of the largest pedigree calf shows in the UK.

DO YOU WANT TO BE IN CAMPUS ROUND-UP?

Send your stories with pictures to campus@feweek.co.uk including names, ages and course details of students where applicable

& MOVERS SHAKERS

Your weekly guide to who's new and who's leaving

The chief executive of City College Brighton and Hove, **Nick Juba**, has been appointed as CEO designate following a proposed merger with Northbrook college.

Mr Juba will take on the role in addition to his responsibilities as CEO of City College, while decisions regarding whether the merger will happen are finalised; the ultimate decision will be made in December.

As CEO designate, he will oversee planning in the pre-merger phase, and at the point of merging will become CEO of the newly combined organisation.

In his new role, Mr Juba plans to develop a five-year strategy for the new organisation, alongside building a culture and set of values to unify the new college, which will span five different campuses.

Speaking of his appointment, he said: "I'm not sure we do enough in FE in terms of innovating with our curriculum.

"There's a real opportunity for us to do something that provides a genuine alternative to the traditional A-level and university route and that's something that I'm really excited about doing."

Prior to taking up his role as CEO of City College, Mr Juba held a number of director-level roles across the higher and further education sectors, and served as a senior civil servant in the Qualifications and Curriculum Authority.

Rob Kleiser has joined Learning Curve Group (LCG) as an executive director.

The training provider based in County Durham specialises in education and training for FE providers, employers and learners.

Mr Kleiser takes up the role from his

previous position as vice principal for business development at Newcastle college, a role he has held since 2012. During his time as vice-principal, he led on developing external relationships to positively position the college with employers and stakeholders.

Prior to this, he was head of curriculum at North Hertfordshire college, and held responsibility for strategic planning and implementation of provision.

In his new role he hopes to "capitalise on the upcoming opportunities around adult skills", with a particular focus on supporting levy-paying organisations and exploring opportunities to use their apprenticeship levy to deliver effective workforce solutions.

He will also focus on "driving additional business growth" across the company's training division and for its FE partners.

Jessica Herbert has joined Askham Bryan college in York as the new head of

horticulture.

The college is the largest provider of specialist land-based further education in England, and opened in 1948 as the Yorkshire Institute of Agriculture.

Before her new role, Ms Herbert was programme co-ordinator at a Northamptonshire college for nine years. In the role, she oversaw a number of disciplines, including agriculture, horticulture, arboriculture and general education.

She says she is most looking forward to "developing the college's horticulture courses further" and working with other departments to improve the college's environmental credentials.

Speaking of the new role, she said: "I want our students to have the absolutely best horticultural training there is, and to feel proud to have trained at Askham Bryan College.

"We will focus not only on the quality of the courses but also on making the most of the college's resources."

Ms Herbert began her career in education after gaining a National Diploma in Horticulture with Arboriculture at distinction as a mature student. She then worked as an arborist before being persuaded to teach at the college where she trained.

Outside of work, she has represented the UK in the World and European Tree Climbing Championships, and plans to use her contacts gained through this to help her students find work abroad.



NICK JUBA



ROB KLEISER



JESSICA HERBERT

If you want to let us know of any new faces at the top of your college, training provider or awarding organisation please let us know by emailing news@feweek.co.uk

Apprentice Assessments

READY FOR THE LEVY?



NOCN is appointed to provide End Point Assessments (EPA) for the following apprenticeship standards, with more in process:

- Financial Services Customer Adviser - Level 2
- Property Maintenance Operative - Level 2
- Engineering Design and Draughtsperson - Level 3
- Public Service Operational Delivery Officer - Level 3
- Senior Financial Services Customer Adviser - Level 3

Assessment services for employers and training providers:

- Assessment centres
- Workplace testing
- Online resources
- Formative assessments
- Vocational qualifications
- Functional Skills
- Consultancy support

Plus, SASE apprenticeship standards, Functional Skills and vocational qualifications.



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FE Week Sudoku challenge

How to play: Fill in all blank squares making sure that each row, column and 3 by 3 box contains the numbers 1 to 9

Spot the difference to WIN an FE Week mug



Spot five differences. First correct entry wins an FE Week mug. Email your name and picture of your completed spot the difference to: news@feweek.co.uk. Last Edition's winner: Richard Hodgson, New College Durham.

Last Week's solutions

9	5	2	3	1	4	8	6	7
6	3	8	2	9	7	5	1	4
7	4	1	6	5	8	9	2	3
4	2	5	9	3	1	6	7	8
1	8	7	5	4	6	2	3	9
3	9	6	8	7	2	1	4	5
2	7	4	1	8	5	3	9	6
5	1	3	7	6	9	4	8	2
8	6	9	4	2	3	7	5	1

Difficulty: **EASY**

3	1	9	7	2	5	6	8	4
2	4	7	8	1	6	9	5	3
8	5	6	9	3	4	2	7	1
6	7	4	5	9	3	1	2	8
1	3	5	2	6	8	7	4	9
9	8	2	4	7	1	3	6	5
7	2	8	3	4	9	5	1	6
5	6	3	1	8	7	4	9	2
4	9	1	6	5	2	8	3	7

Difficulty: **MEDIUM**

Difficulty: **EASY**

Difficulty: **MEDIUM**

Solutions: Next edition

			3	1		4		9
								3
3	1	9				6	2	5
4					9	8		
		1		2		3		
		6	8					2
6	3	7				1	5	8
8								
1		2		8	7			

4	2		1	3				6
1		3		6				
		6						2
			7					3
3	8	1		2		4	7	9
	5				9			
	1					2		
				8		9		7
2				9	1		6	8