

# FE Week

**FE STEPS IN AFTER CARILLION DEMISE**

PAGE 3



**COLLEGE 'EXPECTS' £25M BAILOUT**

PAGE 4



**NESCOT PRINCIPAL UNFAIRLY DISMISSED**

PAGE 14



National Apprenticeship Awards winners on pages 12 & 13

# UTC DEBTS REVEALED

➤ **Nearly all forced to return funding after missing recruitment targets**

Exclusive **JUDE BURKE** @JUDEBURKE77

See pages 10 & 11

It came as such a shock!



**Learndirect: What did we learn from PAC hearing?**

Pages 8 & 9

**ncfe.**

**piecing the puzzle together.**

Support your 16-19 learners to success with our Study Programme solutions.



# FE Week

## Meet the news team

[feweek.co.uk](http://feweek.co.uk)



**Nick Linford**  
EDITOR  
@NICKLINFORD  
NICK.LINFORD@LSECT.COM



**Paul Offord**  
DEPUTY EDITOR  
@PAULOFFORD  
PAUL.OFFORD@FEWEEK.CO.UK

Please inform the FE Week editor of any errors or issues of concern regarding this publication.



**Cath Murray**  
FEATURES EDITOR  
@CATHMURRAY\_  
CATH.MURRAY@FEWEEK.CO.UK



**Tom Mendelsohn**  
SUB EDITOR  
@TOM\_MENDELSON  
TOM.MENDELSON@LSECT.COM



**Billy Camden**  
SENIOR REPORTER  
@BILLYCAMDEN  
BILLY.CAMDEN@FEWEEK.CO.UK



**Jude Burke**  
SENIOR REPORTER  
@JUDEBURKE77  
JUDE.BURKE@FEWEEK.CO.UK



**Pippa Allen-Kinross**  
REPORTER  
@PIPPA\_AK  
PIPPA.ALLENKINROSS@FEWEEK.CO.UK



**Sam King**  
FEATURES AND DIGITAL REPORTER  
@KINGSAMANTHA\_  
SAMANTHA.KING@FEWEEK.CO.UK

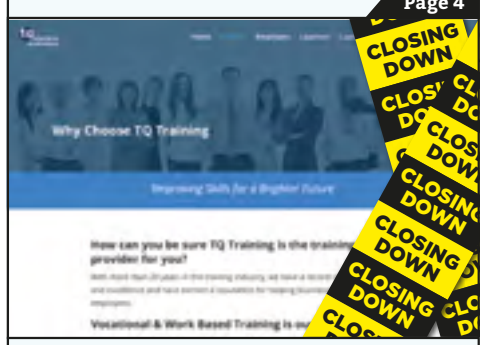
**The team**

Head designer:	Nicky Phillips	 <p><b>Shane Mann</b> MANAGING DIRECTOR @SHANERMANN SHANE.MANN@LSECT.COM</p>
Designer:	Matthew Willson	
Photographer:	Ellis O'Brien	
Financials:	Helen Neilly	
Sales Team Leader:	Bridget Stockdale	
Administration:	Frances Ogefero Dell	
PA to managing director:	Victoria Boyle	
Head of funding and assessment:	Gemma Gathercole	

# Edition 231



**New IfA boss reveals how he got the job**



**Fears for nearly 3,000 learners as massive provider folds**



**Agency accused over 'tax avoidance' levy advice**

## Contributors



**EMILY CHAPMAN**  
Page 16



**PATRIK KNOWLES**  
Page 16



**ANN WATSON**  
Page 17



**FEATURED CAMPUS ROUND-UP**  
Page 19

### SUBSCRIBE

Stay in the know with an FE Week subscription, from as little as £1 per week. FE Week is the essential read for the FE & skills sector.

Visit [feweek.co.uk/subscribe](http://feweek.co.uk/subscribe) or email [subscriptions@feweek.co.uk](mailto:subscriptions@feweek.co.uk)

### ADVERTISE WITH US

If you are interested in placing a product or job advert in a future edition please click on the 'advertise' link at the top of the page on [feweek.co.uk](http://feweek.co.uk) or contact:

**E: [advertising@feweek.co.uk](mailto:advertising@feweek.co.uk)**  
**T: 020 81234 778**


**Disclaimer**

*FE Week is owned and published by Lsect Ltd. The views expressed within the publication are those of the authors named, and are not necessarily those of FE Week, Lsect Ltd or any of its employees. While we try to ensure that the information we provide is correct, mistakes do occur and we cannot guarantee the accuracy of our material.*

*The design of the printed newspaper and of the website is copyright of Lsect Ltd and material from the newspaper should not be reproduced without prior permission. If you wish to reproduce an article from either the printed paper or the website, both the article's author and FE Week must be referenced (to not do so would be an infringement on copyright).*

*Lsect Ltd is not responsible for the content of any external internet sites linked to. Please address any complaints to the editor.*

FE WEEK IS PROUD TO BE A MEMBER OF



**Learning & Skills Events, Consultancy and Training Ltd**  
161-165 Greenwich High Road  
London SE10 8JA  
T: 020 8123 4778  
E: [news@feweek.co.uk](mailto:news@feweek.co.uk)

## ED Week

BROUGHT TO YOU BY **SCHOOLS WEEK AND FE WEEK**

## PREMIUM JOB OPPORTUNITIES

THIS WEEK'S TOP AVAILABLE JOBS IN THE FE SECTOR. TO FIND OUT MORE INFORMATION PLEASE TURN TO THE CENTRE OF FE WEEK. OR VISIT THE WEB ADDRESS LISTED



**CITY COLLEGE PLYMOUTH**  
CHIEF EXECUTIVE AND PRINCIPAL  
COMPETITIVE SALARY

<http://9nl.es/7evf>

---



**FAREHAM COLLEGE**  
PRINCIPAL AND CHIEF EXECUTIVE  
£100,000 - £120,000 PER ANNUM

<http://9nl.es/8122>

---



**WESTMINSTER ADULT EDUCATION SERVICE**  
ASSISTANT PRINCIPAL, BUSINESS AND SUPPORT SERVICES  
£63,930 - £71,580

<http://9nl.es/wjav>

---



**PEMBROKESHIRE COLLEGE**  
PRINCIPAL/CEO  
CIRCA £120,000 PER ANNUM

<http://9nl.es/m8sd>

---



**MGTS**  
CHIEF EXECUTIVE OFFICER  
HIGHLY COMPETITIVE PACKAGE

<http://9nl.es/h9sg>

TO ADVERTISE YOUR VACANCY WITH EDUCATION WEEK JOBS AND FE WEEK PLEASE CALL 020 81234 778 OR EMAIL [ADVERTISING@FEWEEK.CO.UK](mailto:advertising@feweek.co.uk)

## NEWS

# FE sector steps in to help stranded Carillion apprentices

BILLY GAMDEN  
@BILLYGAMDEN

FE providers are rallying to help more than 1,000 apprentices affected by the collapse of the outsourcing giant Carillion, but many more places are needed to ensure everyone's qualifications are saved.

The UK's largest employer of construction apprentices went into liquidation on Monday (January 15), leaving the future of around 1,400 trainees, mostly 16- to 18-year-olds, uncertain.

Since then, the Construction Industry Training Board has asked all former Carillion apprentices to get in touch so it can help them continue their training – and for employers to come forward to take them on.

FE providers have now started offering support by opening their doors to those affected.

"We take our responsibility to our local community seriously and we're working with CITB, our local authority partners, and directly with students and apprentices who have had their learning disrupted," said Simon Cook, principal of Mid-Kent College, which ended a subcontracting arrangement with Carillion in June last year.

"Our priority at this stage is to identify the needs of those students, and the most

appropriate and effective ways we can support them."

BMet College also stopped working with Carillion last year but has offered similar aid.

"As we have a longstanding partnership with the CITB, we are engaged with them to see if there is any way that those apprentices without a training provider may still complete their qualifications," a spokesperson told FE Week.

Middlesbrough College added that it is currently working with one Carillion apprentice to "find an alternative apprenticeship position".

Apprentices left anxious about their futures need all the support and advice they can get, according to Liz Green, the mother of one former Carillion trainee, who she says has been "kept in the dark" since the beginning of the week.

Her son, Alex, had six months left of his level two construction apprenticeship before he was told about the collapse on Monday when he got home from his placement in Birmingham.

The 19-year-old was contacted the next day and told he would be paid as normal until the end of the month, but since then communication has been sparse, and he now fears he'll end up with no qualification.

"I think it's disgraceful," Ms Green told FE Week. "The whole situation is a mess and has

been handled badly from the start.

"The staff and apprentices have been kept in the dark. The managers of Carillion obviously knew what was ahead and yet they still carried on [recruiting apprentices]."

"I can only hope that someone steps in to protect the services they provide."

Carillion was the second biggest construction firm in the UK.

Its apprentices learned at its training division, Carillion Training Services, primarily in bricklaying, carpentry and joinery.

The provider held a £6.5 million ESFA contract last year and was rated 'requires improvement' by Ofsted in December 2016.

The CITB said it has worked with the ESFA to ensure funding is available so that it can "continue to support the training for Carillion apprentices".

A spokesperson added that it has attempted to contact all 1,400 apprentices, but that not everyone has been reached. It hopes to start placing the first apprentices with new employers as early as next week.

Meanwhile, political screws are turning on the new education secretary Damian Hinds to provide clear information on how the government will safeguard the apprentices.

The chair of the education select committee, Robert Halfon, has written to him asking for an "assessment" of how many



apprentices may be affected through the longer Carillion supply chain.

"The committee understands that the ESFA is working closely with the CITB and hope that this will result in no learner losing out through no fault of their own," he wrote.

A Department for Education spokesperson told FE Week on Monday that it has "taken steps to protect learners by transferring the training of Carillion apprentices to the CITB".

Apprentices can contact the CITB on [carillion.apprenticeshipsupport@citb.co.uk](mailto:carillion.apprenticeshipsupport@citb.co.uk) or 0344 994 4010.



Nucleus  
Education  
Finance

Are you a college  
or training provider  
looking for  
additional finance?

Have complete control of your budget.  
Receive your yearly payment profile  
when you need it, rather than waiting  
for instalments.

- ✔ No complicated fees, only pay for what you use
- ✔ Flexible like an overdraft
- ✔ Tailored to your institution

Nucleus has a range of expertise that spans Higher Education, Further Education and Apprenticeship provision and we have designed bespoke products in collaboration with clients in all these areas.

Working together is key and we look forward to showing you how we can help drive your aspirations and grow your business in 2018 and beyond.



Contact our Education Finance expert  
Philip Speed on 07792 611 197 for an appointment  
or more information.

**Nucleus**  
COMMERCIAL FINANCE

Nucleus Commercial Finance  
2 Gees Court, London W1U 1JA  
Tel. 0207 839 1980 Email. [contact@nucleus-cf.co.uk](mailto:contact@nucleus-cf.co.uk)  
Web. [nucleuscommercialfinance.com](http://nucleuscommercialfinance.com)

## Top DfE official admits FE isn't represented at the Office of Students

PIPPA ALLEN-KINROSS  
@PIPPA\_AK

There is no FE representation on the board of the new higher education regulator, a leading figure at the Department for Education has admitted.

The DfE's permanent secretary, Jonathan Slater, told a public accounts committee hearing on January 15 that it was "correct" to say that the sector was not represented on the board of the Office for Students.

He claimed there had been "quite a lively debate" in Parliament over whether certain positions should be reserved for certain representations, adding: "We have overseen the process of appointing it in accordance with what Parliament agreed in the act, which wasn't a specific representation from that sector."

However, he would not be drawn on whether representatives from FE should have been included, but claimed the conclusion had been for people to be appointed based on their job description and "that is what ministers did".

Mr Slater's admission directly contradicts the claims of ex-universities minister Jo Johnson, who said FE was represented on the board through Monisha Shah, the chair of Kent arts college Rose Bruford College, during a parliamentary debate on January 8.

However, despite the DfE's insistence that the college is an FE body, FE Week established that Rose Bruford is officially classified as a higher education institution and receives no FE funding.

A student panel appointed to advise the OfS also appears to feature only one former FE college learner, the president of the National Union of Students, Shakira Martin, who once attended Lewisham Southwark College.

The NUS' vice-president for further education, Emily Chapman, said the government was "hell-bent on ignoring" how central FE is to HE.

"If the OfS fails to consider the state of FE, postgraduate numbers will continue to decline, dropout rates will increase and under-represented groups will continue to be failed," she warned.

"Candidates were chosen to ensure there is balance of experience and skills on the board," said a spokesperson for the DfE. "Each appointment will be vital to the role of the new higher education regulator."

The process to recruit a board member to replace Toby Young, who resigned last week, would commence "in due course".

# New IfA boss reveals how he got the job

PAUL OFFORD  
@PAULOFFORD

EXCLUSIVE

Sir Gerry Berragan only has two years as chief executive of the Institute for Apprenticeships because he did not go through a full recruitment process, he has admitted.

A former IfA board member, he revealed that he was recruited in unusual circumstances during an in-depth interview with FE Week, published next week, and spoke candidly about the regulator's struggles to find the right person for such a demanding role.



Sir Gerry Berragan

Sir Gerry, once a senior figure in the army, said he only decided to "throw my hat in the ring" after the institute endured a fruitless sixth-month hunt.

His appointment was finally announced in November.

"All I know is that by mid-to-end October, it had reached a stage where they had not found a candidate that fitted all the criteria, and that was a frustration because we knew Peter Lauener was going to retire at the end of the year," said Sir Gerry in his first media interview as chief executive.

The search for a full-time successor to the outgoing Lauener, who was also coming to the end of his stint as chief executive of the Education and Skills Funding Agency, and who now runs the Student Loans Company, began in April.

The initial recruitment round had no success, so the IfA turned to headhunters in July, and is understood to have held a second round of interviews over three weeks during the first week of October.

A breakthrough was finally achieved during a two-hour working dinner with two fellow board members, IfA chair and former Barclays chief executive Antony Jenkins, and Dame Fiona Kendrick, who chairs Nestle UK.

"There was a bit of an imperative to get

someone in place," said Sir Gerry. "That's when I said to the chairman 'well, you know, if you want I'll throw my hat in the ring'."

A "mini-recruitment phase" followed.

"I went through interviews with the chairman and one of the other panel members, and also with the minister," he continued. "Once that happened and I got the offer, which was only a couple of weeks, I resigned from the board at that stage.

"The only way they could appoint me was for a two-year period because I hadn't gone through the formal recruitment process. After that, I'd have to go through another recruitment process if I wanted to stay longer."

Sir Gerry served as a soldier for 37 years and was appointed to the IfA board in January.

He was previously the army's apprenticeships ambassador, and led efforts to make it the largest provider in the country, offering more than 45 schemes.

Last year's original advert for the chief executive role said that the position would be appointed on a fixed-term contract of up to five years, with a salary of up to £142,500.

"Whatever happens, after two years I'd have to reapply. So let's see when that comes," he said. "I think two years is quite a long time, I think you can do quite a lot in two years. And we'll see what happens after that."

## Struggling college 'expects' £25 million bailout as university merger hits buffers

JUDE BURKE  
@JUDEBURKE77

EXCLUSIVE

Lambeth College, which has been served with a notice of concern for financial control by the Education and Skills Funding Agency, is expecting to receive a massive cash injection from the government's restructuring facility by the end of the month, according to its own accounts.

It is also in the market for a new merger partner following delays to a planned partnership with London South Bank University.

"Because of its weak financial position the college can only continue to trade with the assistance of exceptional financial support from the ESFA," the accounts state.

"The total support requested will have reached £8 million at the date of the signing of these financial statements with an expectation that this will be replaced by a restructuring facility of around £25 million in early 2018."

This would be enough to cover what the college, which was served the notice on January 15, owes to the ESFA, and around £18 million in bank loans it has taken out.

Ongoing delays to merger plans were blamed for having a "negative effect on the financial recovery strategy" – but if the merger was "not completed by January 2018 then the restructuring facility would provide resources until at least July 2019".

The merger had been set to complete by July last year, the accounts said, but "following

interventions from stakeholders" it was delayed "with submissions of further financial and strategic plans to the ESFA and the minister of state".

"At the date of the signing of these financial statements these plans are to be tested against other proposals through an FE commissioner-led structure and prospects appraisal that will conclude by February 2018," it continued.

FE Week understands the government deemed the financial support package demanded by the university as part of the merger deal to be too high, forcing it to seek an alternative partner.

Several colleges are interested, and once SPA has concluded – now expected to be in March – the government will compare the options to determine whether the university offer remains the best, despite the high demands.

Monica Box, Lambeth's interim principal, insisted it was "taking action to address the notice of concern and is confident that the items identified for improvement are being thoroughly followed up".

But she said there was "no progress to report" when asked about the college's university merger plans.

An LSBU spokesperson said it "remained committed" to the merger, and that with "appropriate investment we will be able to invigorate the college".

The sum requested by Lambeth is even bigger than the £21 million dished out to Telford College of Arts and Technology as part of its recent merger deal with New College Telford.



The DfE previously denied that the facility – which is intended to fund post-area review changes that colleges can't pay for themselves – was being used to prop up failing colleges.

A spokesperson explained that Lambeth's exceptional financial support "will be converted into a loan" as colleges can't have both EFS and restructuring facility cash at the same time.

The previous FE commissioner, Sir David Collins, visited grade three-rated Lambeth in September 2016 following a "significant deterioration" in its finances.

His report concluded that the college's finances "are no longer sustainable" and recommended that it should "urgently seek a merger partner".

Lambeth emerged from the central London area review in November 2016, with a recommendation to pursue one of three options – a merger with LSBU or with Lewisham Southwark College, or to join the new grouping of City of Westminster College and the College of North West London.

The following month, the college announced that it would "join the LSBU family in principle".

See page 16 for expert piece on OfS FE representation by Emily Chapman, VP for further education, NUS

## NEWS

# Fears for nearly 3,000 learners as massive provider folds

BILLY GAMDEN  
@BILLYGAMDEN

EXCLUSIVE

A Northamptonshire training provider with nearly £2 million in government skills contracts is to close, leaving nearly 3,000 learners facing an uncertain future.

TQ Workforce Development, which dropped from 'good' to 'requires improvement' after an Ofsted inspection in July, told around 30 staff members they were losing their jobs last week.

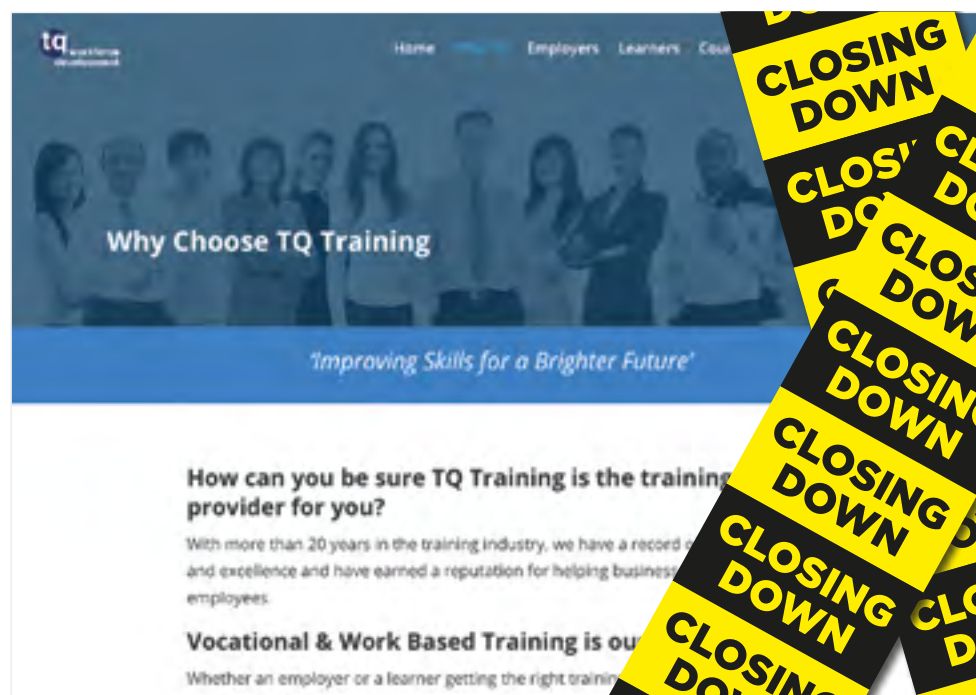
The provider, which had an ESFA allocation of just over £1.8 million for 2017/18 and works with five subcontractors that share £700,000 in contracts, has been subject to government intervention for the past two years.

It was given a notice of serious breach for not reaching apprenticeship minimum standards in 2014/15, and received another the year after.

Its overall apprenticeship achievement rate sits at just 52 per cent – 10 points lower than the ESFA's minimum threshold – according to the latest government statistics.

The Department for Education said it had "worked closely" with TQ on an improvement plan and in 2015/16, it was "satisfied that the provider had made sufficient improvements to the quality of their directly delivered programmes".

"The ESFA continued to monitor its



performance in line with their intervention and risk management policies," a spokesperson added.

The intervention wasn't enough to save the provider from collapse, but the exact reasons for such a sudden closure however remain unknown.

TQ has not been hit with an 'inadequate' Ofsted rating, which triggers intervention from the ESFA and therefore contract cancellation, while on December 14, it

announced its "delight" at receiving over £500,000 in the recent non-levy tender on its own website.

FE Week has spoken to TQ's managing director, Jane Quarmby, but she was unable to shed clear light on the situation.

"We're ceasing trading and right at the beginning of the process, but I haven't got much else to say at the moment," she said.

Asked if she could explain why the business is closing, she said "not at the moment no",

but confirmed the decision was not based on the outcome of the controversial recent non-levy tender.

She also couldn't comment on what would happen to the learners at TQ, as it is "too early days".

One former staff member has already changed his LinkedIn profile to say he is currently seeking employment and new opportunities due to "sudden redundancy".

Its website was still active at the time of going to press, but staff email addresses are now being shut down.

There were around 3,000 learners studying intermediate and advanced apprenticeships or adult learning programmes at the time of its most recent inspection from Ofsted.

The watchdog said inspectors were "satisfied that the provider had a clear action plan in place" to complete its apprenticeship course, after FE Week asked why it only gave TQ a grade three for apprenticeships considering its dramatically low achievement rates.

"Performance data is just one part of a wide range of evidence used by inspectors to make judgements on the quality of education and training provided," a spokesperson for the inspectorate said.

"They also observe classes and training, speak to staff, learners and employers, and review teaching and assessment documentation."

EDUCATION & TRAINING  
FOUNDATION

We provide a range of courses and resources to support teachers, trainers and leaders. These cover everything from maths and English, SEND and digital support through to the Prevent Duty and apprenticeship reforms.

Members of the Society for Education and Training (SET) can benefit from a 15% discount on ETF courses.

WINTER / SPRING '18 CPD PROGRAMME  
ETFFOUNDATION.CO.UK/COURSES

## INVESTIGATES

# Agency accused over 'tax avoidance' levy advice

PIPPA ALLEN-KINROSS  
@PIPPA\_AK

EXCLUSIVE

An apprenticeship and graduate recruitment agency for schools has been accused of exploiting a tax incentive scheme after it emerged it has been advising schools how to become "better off" by manipulating apprenticeship levy rules.

Qualified Schools proudly states on its website that schools can make "significant in-year budget savings" if they choose to enrol existing staff under the age of 25 onto apprenticeship training, as they will no longer have to pay national insurance contributions.

During a webinar held on Monday, a representative advised schools that converting their employees into apprentices would make significant tax savings, even if their levy pot ran out, because the saving is more than employer contributions.

However, a spokesperson for Qualified Schools, which is owned by Education Placement Limited, insisted it "does not encourage schools to spend more than their levy pot or provide financial advice about employer's NI".

"We simply make schools aware of government guidance documents and ensure they know all the options available to them so they can make an informed decision about how to spend the levy," she said.

During Monday's webinar, which FE Week heard in full without the company's knowledge, participants were advised that if they have spent their levy amount, or do not pay into it, they can save money by training existing employees under the age of 25.

A Qualified Schools employee informed schools that, if they want to train two teaching assistants at a price of £5,000, then the government will co-invest 90 per cent of the costs, leaving the school with a bill for just £500.

He calculated that, by training up existing

young employees, schools can make employers' NI savings of £1,633 per person. By training two people this saving becomes £3,266 and, with the £500 factored in, a school would end up £2,766 "better off" for using the system.

"So while investing in training you're actually making savings rather than spending, and even when you are spending you're in a surplus rather than a deficit because of the amount of money you generated from the levy," he told viewers.

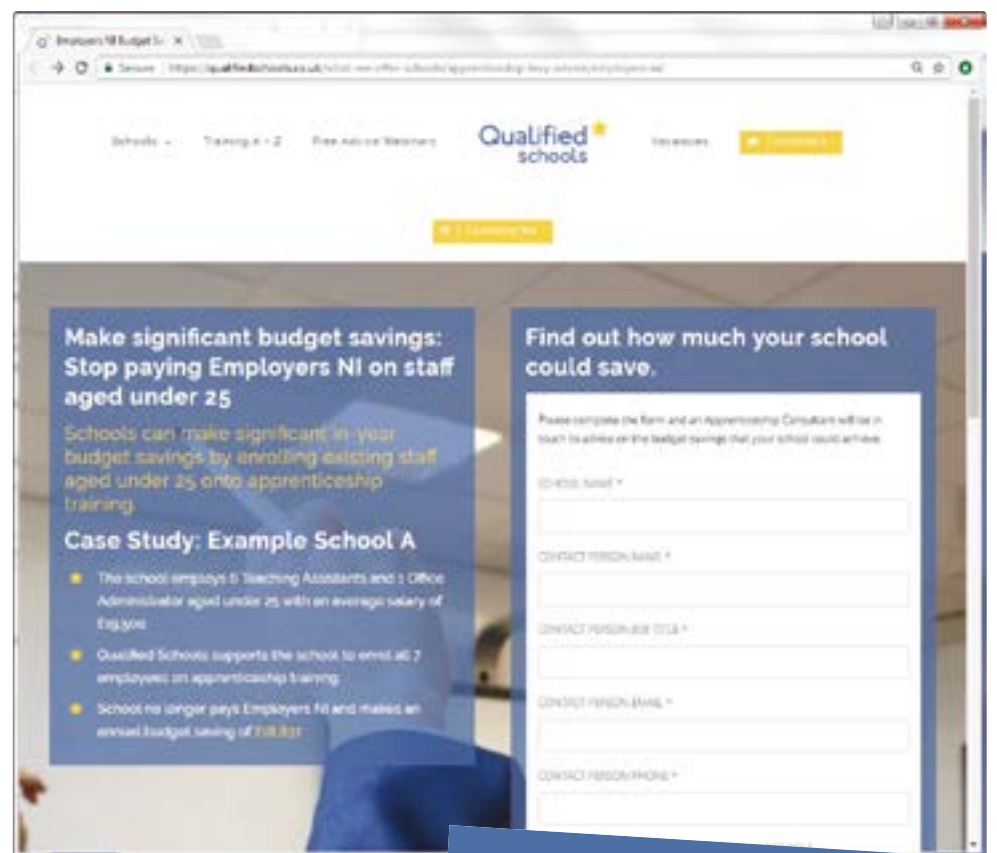
The law changed in April 2016, and anyone employing an apprentice under the age of 25 on an approved UK government statutory apprenticeship framework is not required to pay employer's NI contributions on their earnings below £43,000 a year.

**"On initial inspection this can be seen as corrupting the apprenticeship brand and is arguably a tax avoidance scheme, which has the potential for so much harm"**

The advice given by Qualified Schools is not illegal. However, the National Education Union's joint general secretary, Dr Mary Bousted, warned that the company should not be "encouraging" schools to "avoid paying national insurance".

"We should also be concerned about any incentive to inappropriately badge existing school staff, who may have no say in the decision, as apprentices," she said.

"On initial inspection this can be seen as



The Qualified Schools website

corrupting the apprenticeship brand and is arguably a tax avoidance scheme, which has the potential for so much harm."

However, the spokesperson for Qualified Schools insisted the company "does not provide financial guidance".

"The core of the business is the recruitment of apprentices and graduates," she continued. "Existing staff training and any related savings are not the focus of Qualified Schools but are simply part of a rounded discussion in line with informing schools of their options."

FE Week also asked the company to explain the claim on its website that "training providers pay a subscription to be a part of our approved network", which suggests it is operating a brokerage model of the kind which training providers are no longer permitted to participate in.

**"We are clear that any government funding provided for apprenticeships must be spent on apprenticeship training and assessment only"**

Qualified Schools has since removed the line, saying it had "clearly been misconstrued" and insisted it would update the site "so it is clear we are not brokering public funds".



A spokesperson for the Department for Education said it did not investigate third-party companies offering apprenticeship advice, but does investigate those suspected of paying for brokerage with money meant for apprenticeship training.

"We are clear that any government funding provided for apprenticeships must be spent on apprenticeship training and assessment only, against an approved network or standard, as set out in our funding rules," he said.

"This ensures that all apprenticeships are high-quality and give each apprentice the skills and training they need to progress. We will investigate any organisation we suspect of using money meant for apprenticeship training to pay for brokerage."

However, Qualified Schools insisted it was within Apprenticeship Training Agency (ATA) guidelines for charging training providers a fixed admin fee for every referral made, rather than charging the employer or school.

ATA guidance says a commercial charge should be placed on "the host employer and in some instances on the training provider". However, Qualified Schools only places the charge on the training provider, and never on the employer/school.

## In their own words: The Qualified Schools' webinar

"I'm going to give you another example which will generate employer NI savings. I just want you to think that you've spent your levy amount and you've got absolutely no more to spend, or you're an employer who doesn't pay into the levy. What we're going to say is you want to train up two TAs [training assistants] who are under 25. The cost of training for a TA through apprenticeship levy is £2,500 per person so that's £5,000.

So assume you have no more money to spend through the levy or you're an employer that doesn't pay into the levy. So now what you're doing is that cost of training of £5,000 goes down to £500 because the government will co-invest in training with you saving

90%. So jot down £500. Now if we take into consideration the employers NI savings of £1,633 per person.

What we'll do is if you times £1,633 by two you will be saving £3,266 on employers' NI saving. Minus the cost of training with the government's co-investment of £500, you are actually £2,766 better off as a school than you would be before spending that money on training.

So while investing in training you're actually making savings rather than spending, and even when you are spending you're in a surplus rather than a deficit because of the amount of money you've generated from the levy."



**ncfe.**

# piecing the puzzle together.

Study Programmes from NCFE are designed to provide 16 -19 year old learners with a structured and challenging learning experience to support their development and progression, whether that is on to further study or their dream career.



**Support your 16-19 learners to success.**

**visit:** [www.ncfe.org.uk/colleges/study-programme](http://www.ncfe.org.uk/colleges/study-programme)

**email:** [businessdevelopment@ncfe.org.uk](mailto:businessdevelopment@ncfe.org.uk)

**call:** 0191 240 8833

# Learndirect scandal: Seven shocking findings



Panel from left: Andy Palmer, Jonathan Slater, Peter Lauener and Amanda Spielman

**BILLY CAMDEN**  
@BILLYCAMDEN

On Monday January 15 the Public Accounts Committee grilled the organisations that have been closest to the Learndirect saga.

The hearing dissected the findings of last month's National Audit Office report, which examined the monitoring, inspection and funding of the nation's biggest FE provider.

It also explored evidence brought forward by members of the public who've had issues with Learndirect.

The nation's biggest FE provider was given an 'inadequate' rating by Ofsted in a report published in August, but the government subsequently offered it

special treatment by allowing it to retain its contracts for almost a year – far beyond the usual three-month termination period.

Lasting for just under an hour and a half, witnesses included Ofsted chief inspector Amanda Spielman, Learndirect boss Andy Palmer, former ESFA chief Peter Lauener, and the Department for Education's permanent secretary, Jonathan Slater.

The panel was led by committee chair Meg Hillier, with input from members including MPs Layla Moran and Heidi Allen.

The NAO's comptroller and auditor general was also in attendance and gave his verdict on the debacle.

FE Week's seven main findings are featured across the following double page spread.

## A superinjunction allowed Learndirect to prevent Ofsted from speaking to the ESFA

Learndirect was "bizarrely" granted a superinjunction during its judicial review against Ofsted, at which the inspectorate was prevented from discussing the damning inspection with the government.

Chief inspector Amanda Spielman made the revelation, claiming she had been put into this "unfortunate position" as soon as the court case was launched after the inspection in March. The injunction lasted until Ofsted won at the High Court in August, which "complicated" matters.

It was arranged only between the court and Learndirect, without any "reference" to Ofsted or the ESFA.

"An application was made for an injunction before the election period was up and the court somewhat bizarrely and without reference to us granted a superinjunction which made it impossible for any discussion whatever to happen even between us and the ESFA," she explained.

"We could not discuss through that period so why a superinjunction was granted is baffling, but it was given on the sole basis of Learndirect's application with no reference to Ofsted or anyone else."



Peter Lauener and Amanda Spielman

"Our lawyers sought to find out more information about the application but we were given no opportunity to respond to it."

Andy Palmer, the Learndirect boss, said he was unaware that such an injunction would stop Ofsted from speaking with the ESFA.

The day after the hearing, his organisation sent out a statement disputing Ms Spielman's claim.

"She described the injunction as a 'superinjunction' which prevented Ofsted discussing the matter with other government departments and referred to it as 'aggressive' and 'unnecessary'," a spokesperson said.

"It was a standard-variety injunction which restricted reporting information in the public domain, rather than preventing Ofsted from discussing the matter with other relevant departments."

## High-earning Learndirect employee couldn't handle Ofsted's feedback meeting

Learndirect did not attend its final feedback meeting with Ofsted because its quality director, who earns around £100,000 a year, found it too "emotionally draining".

At an early point in the session, Amanda Spielman said that after the provider's inspection she found it "very unusual" that Learndirect declined to attend the normal feedback meeting, at which the findings are discussed with the ESFA and a path forward is considered.

Andy Palmer said it did not go ahead because the director had found a previous meeting "such an emotionally draining situation that she had to leave twice due to the manner in which it was conducted".

He felt that going to a further meeting and "putting her through that" wasn't worth it, but Meg Hillier did not buy the excuse.

"So this person was not robust enough to manage one of the terribly wicked inspectors from Ms Spielman's organisation?" she asked.

"If I was paying someone that rate in that job I would expect them to go in and manage to cope. It is laudable that you wanted to protect them so much but I don't think they should need that level of protection."

Ms Spielman also defended her team.



Andy Palmer

"Our inspectors are very well accustomed to giving difficult feedback in a careful and sensitive way and to steer those meetings towards a constructive discussion about the way forward," she said.

"I find it very surprising that a senior management team would be unable to listen and discuss the feedback."

## Learndirect is still trying to obstruct Ofsted's visits

Learndirect has continued to obstruct inspectors during their monitoring visits, just as it did during its full inspection in March.

Ms Spielman laid into its persistently poor attitude towards visits from the regulator, describing its behaviour as "very unusual".

An important finding from the judicial review was that Learndirect had attempted to disrupt the main inspection being conducted by Ofsted.

The PAC heard that management had not learnt its lesson and continues to deploy disruptive tactics.

"We have also received some opposition to our monitoring visit," Ms Spielman said. "An attempt was made to set conditions, for example about who was in the team for this visit, more recently."

The chief inspector said the full inspection in March was "one of the more difficult ones" the regulator has ever had to carry out.

It was not made easy for inspectors to conduct it in "various ways", she added.

"We had difficulty to get log-ons that we needed to get into systems for information like tracking learners; we had difficulties with other aspects such as getting the full



Amanda Spielman

addresses of learners we wanted to visit as part of the inspection.

"I wasn't present myself but the cumulative impression was of a poor level of cooperation."

Mr Palmer, a former Ofsted board member, tried to dismiss Ms Spielman's allegations. He said the difficulties with Learndirect's systems came about at 11pm one evening when an inspector was unable to sign in, and claimed the problem had been fixed by 6.30am the next morning.



# ings from Public Accounts Committee clash

## Learndirect was 'surprised' at its £45m AEB allocation

Andy Palmer admitted he was "surprised" Learndirect was handed such a large allocation in the adult education budget tender, after it tactically withdrew its bid.

Heidi Allen asked him why Learndirect withdrew its bid in the AEB tender, which he explained was a strategic decision made with his board's blessing.

"Having looked at the specification I was aware that if we had a grade four at that time we wouldn't have received any funding," he said.

"I was also aware that if we withdrew from the procurement

round then there would be an amount of funding for providers who had withdrawn."

In the end, Learndirect was awarded £45 million, and Mr Palmer unexpectedly told the

committee that he had been "surprised" by the volume of funding, which was 75 per cent of its allocation from the previous year.

The FE sector was outraged at this decision, specifically those providers who were successful in the tender but only received a fraction of their prior allocations.

Responding to Mr Palmer's "surprise" revelation, Mark Dawe, the chief executive of the AELP, of which Learndirect is a member, said: "It is frustrating that the ESFA was able to adjust the tender rules for those that chose not to apply.

"[Providers] will be very angry to hear Learndirect's chief executive was surprised at the £45 million awarded.

"This is not a private or public sector issue, or big or small; it is about a fairness of treatment process for all providers and this doesn't feel to be the case in this situation."



## NAO comptroller's withering criticism of Learndirect's boss

There was a heated exchange between the committee and Mr Palmer about whether Learndirect's falling performance was down to profit chasing, and whether it had tried to bully Ofsted with its judicial review.

Sir Amyas Morse, the comptroller and auditor general of the National Audit Office, offered a scathing judgment, saying: "You could see it as a hardnosed use of lawyers and quite hostile tactics to delay something for the purpose of improving your cashflow. You decided to give the regulator a pretty rough time. You used legal intervention by corporate lawyers as a way of slowing things down and ultimately you profited from it.

"I do not approve of it, in fact I strongly disapprove of it. In both cases your version of events could be true or it could be that actually in both cases there have been aggressive and quite greedy behaviour."

Mr Palmer said he had believed, immediately after the inspection in March, that the report was "incorrect and the processes that were followed were incorrect".

Given the "precedent" of the situation and the legal advice he took, he believed Learndirect had a legitimate position with the judicial review, he claimed.

"I am very happy to accept now that the



Sir Amyas Morse

judge came to a different conclusion on that," he conceded, however.

The NAO, overseen by the PAC, scrutinises public spending for Parliament. Sir Amyas Morse leads the body and is an officer of the House of Commons. He is independent of government and does not report to civil servants or ministers.

## No analysis of the half-million-pound sponsorship deal with an F1 team

Learndirect spent over £500,000 to sponsor a Formula 1 team in a bid to attract more apprenticeship business, but never did any analysis to find out whether such a pricey venture worked.

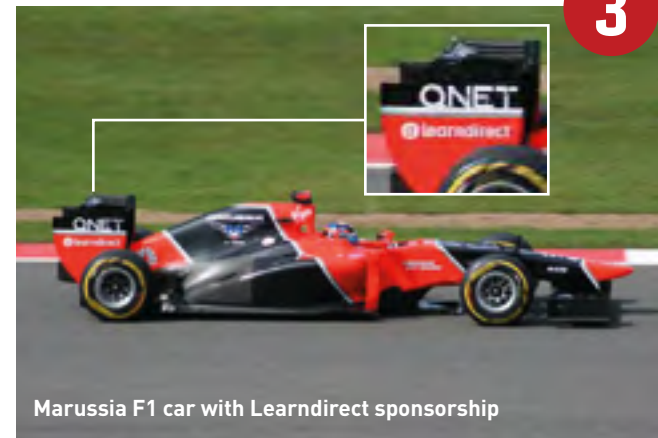
Andy Palmer revealed this deal, which was signed in 2011 with the Marussia team, had been part of a whopping £26 million marketing budget.

"The view was that it is a common model, the sponsorship of sports teams, but in this case by sponsoring a Formula 1 team it would be an opportunity to attract employers who may not have thought about taking on apprentices to the apprenticeship market," he explained.

"I understand it was around half a million pounds."

When pressed by Meg Hillier on whether there was any analysis of whether the venture was successful in attracting new business, a standard practice with advertising, Mr Palmer said no.

"Unfortunately I'm not aware that any analysis has taken place at the moment," he



Marussia F1 car with Learndirect sponsorship

told her. "The investment was made when it was a much larger organisation than it is now and when the marketing budget was significant."

At the time of the sponsorship, Learndirect was privatised in a management buyout led by Lloyds TSB Development Capital (LDC), the private equity arm of Lloyds Bank.

Marussia F1 was part-owned by LDC. Ms Hillier asked if the investment in the team was influenced by this situation.

"Within a portfolio of companies that you get such as LDC there is often the opportunity for companies to work with each other," Mr Palmer answered. "It was an opportunity put to the portfolio to invest at that time."

## PAC chair was 'unimpressed' by Learndirect's evidence

Speaking to FE Week immediately after the hearing, Meg Hillier said she was unimpressed by Learndirect's defence.

"I think we got some shocking revelations today. The description of how the superinjunction was used and the fact that the company thought it was acceptable to have an argument with Ofsted like that is shocking," she said.

"I think there are wider issues here about how you have private sector companies, where profit really is the main driver, they will do all sorts of things that would not be acceptable in the public sector, like take out superinjunctions and trying to delay inspections in order to prop up their profits.

"These are companies delivering a public-sector service with taxpayers' money and it is really important that we make sure the value is there for the user and outcomes, not just the profits for private bodies."

On the issue of Learndirect's continued obstruction, she said: "It is either dirty corporate tactics or an organisation that just hasn't got to grips with the fact it has got an independent public regulated inspector that is coming in and doing its job. If it is the former it is appalling and if it is the second



Meg Hillier

they need to grow up.

"This is a large body that was so big that it couldn't fail, and they held the whiphand over government and tried to whip the inspectorate into what they wanted to do."

Ofsted was good to be robust in the face of significant challenge, she continued, adding that she believes Ms Spielman has emerged as a robust chief inspector, "possibly the only good thing to come out of it".

## INVESTIGATES

# How low pupil numbers left nearly e

JUDE BURKE  
@JUDEBURKE77

FROM FRONT EXCLUSIVE

Almost all the university technical colleges have missed their recruitment targets and were overpaid by the government last year, leaving them with a combined debt of over £11 million, FE Week can reveal.

In fact the Education and Skills Funding Agency is attempting to claw cash back from 39 of 44 UTCs still open in 2016/17.

Alarming, 15 of them – owing a combined total of £5.7 million – couldn't afford to refund the cash on the ESFA's usual timescale, and one even admitted it would be three years before the government would get all its money back.

Despite this, the Department for Education has refused to say whether it expects all the funding to be returned.

While FE Week has reported extensively on UTCs' ongoing struggles to recruit students, this is the first time the huge debts they've racked up in the process have been made public, courtesy of a Freedom of Information request shared with FE Week & our sister title Schools Week.

A National Audit Office report has meanwhile found that £192 million has so far been spent on the UTC project, even though many have "failed to establish their position in the educational landscape".

UTC funding is based on their estimated student numbers of 14- to 18-year-olds, so if their actual enrolment is lower than predicted, they have to repay money by the proportion they missed these targets by – a process known as "pupil number adjustment".

The money is usually paid back in three monthly instalments – sometimes extended

to six – starting in September of the next academic year.

According to the information FE Week received, 22 UTCs took this approach: 16 paid the cash back by November, and a further six are due to settle up next month.

But where repaying the cash over six months would cause a UTC "significant financial difficulties" it can arrange a "deferred recovery plan", extending the repayment period by months or even years.

Fifteen UTCs have agreed such plans, including three with debts of more than £500,000: Derby Manufacturing UTC, Cambridge UTC (now known as Cambridge Academy for Science and Technology) and UTC@Harbourside.

Andrew Hutchinson, chief executive of Parkside Federation Academies, which took over the Cambridge institution in September, said it had agreed a repayment programme "which will operate over the next three years".

It owes £603,117 from its 2016/17 allocation alone, a figure that Mr Hutchinson blamed on failing to achieve "growth targets" that were set before it joined the federation.

Richie Wheatcroft, principal at Derby Manufacturing UTC, said its debt of £638,835 was based on an under-recruitment of 132.

This includes 35 in the sixth form – roughly a third of the 90 predicted students on which its 2016/17 16-to-19 funding allocation was based.

Other UTCs with massive debts include UTC Bolton and University Technology College Norfolk, which owe £678,131 and £599,917 respectively, to be paid back over six months.

"We have agreed recovery plans in place for most university technical colleges that



Cambridge Academy for Science and Technology, formerly called Cambridge UTC

have pupil number adjustments, and we are in discussion with the others about terms for recovery," said a DfE spokesperson, who refused to confirm whether all the money is expected back.

But Charles Parker, chief executive of the Baker Dearing Trust, which backs UTCs, insisted that "UTCs will pay back amounts owing".

He outlined a number of measures put in place by the government that would help boost UTC recruitment, including an extra £200,000 in "transitional funding" they can use to offset PNA debts.

"All these are having a positive effect and UTCs are filling up at KS4 [GCSE], which will feed through as these students stay on at UTCs for four years," he said.

Eight UTCs have so far either shut down completely, or converted to become schools

after failing to attract enough students to be financially viable.

These include Greater Manchester Sustainable Engineering UTC, which had its 2016/17 debt of £193,460 written off after it wound up at the end of the year.

A previous FE Week FoI request in April last year revealed that learner numbers at around two thirds of established UTCs had dropped in 2016/17 compared with the previous year.

The struggle to recruit students will not have been helped by Ofsted, which has so far rated more than half of the UTCs it has visited as less than 'good'.

And last February, Michael Gove, who launched UTCs when he was education secretary, wrote in *The Times* that the project had failed as "other schools have seen them as destinations for underperforming children".

## Government measures having a 'positive effect' on recruitment

UTCs' struggles to recruit enough students to balance the books are well publicised.

FE Week reports in 2016 and 2017 revealed that many UTCs open for at least three years were, on average, operating at around 50-per-cent capacity.

Eight have so far closed out of a total of 57, including three of the first four to be established in 2011 and 2012, citing low students numbers as the cause for their demise.

So how can they hope to turn this around?

Three measures introduced by the government are having a "positive effect" on recruitment, according to Charles Parker, the chief executive of the Baker Dearing Trust, and three of the UTC principals FE Week spoke to.

We look at each of these measures and the impact they could have.

### 1 Transitional funding

In April last year the Department for Education quietly announced – via an update to its guidance on UTC funding – an additional £200,000 in "transitional funding" for the 14-to-19 institutions.

This cash – which is on offer for three years from 2016/17 for those UTCs open at the time, and from 2017/18 for new institutions – effectively writes off a portion of their under-recruitment debt.

"The funding from year two will be net of any debt UTCs owe to the ESFA; UTCs will not receive additional income in future until any debts built up in the first year have been cleared," the guidance says.

The funding is "subject to UTCs meeting annual conditions related to improving educational and financial performance".

Based on the 49 UTCs currently open, this transitional funding will cost the Education and Skills Funding Agency almost £10 million in 2017/18.

### 2 Local authority letters

In early 2017, the DfE changed its school information regulations to require all local authorities in England to write to parents of pupils in year nine to inform them about UTCs.

The first letters went out in February and March, and in June the Baker Dearing Trust claimed this had led to a surge in demand for places.

The trust shared figures that showed applications in some UTCs for year 10 had almost doubled from the previous year, a change it attributed to the letters.

Mr Parker said last year that he'd been pressing the government to make the change for some time.

"The local authority letter carries weight and essentially gives parents and children permission to consider a change at 14 which they did not know was possible before," he said.

### 3 Baker clause

The so-called Baker clause, which came into effect this month, is expected to have a similar effect on recruitment according to Mr Parker and the principals we spoke to.

It is a section introduced by Lord Baker, the architect of the UTC programme, in the Technical and Further Education Act, which forces schools to allow FE providers to speak to pupils.

"Schools must have clear arrangements in place to ensure that all pupils have opportunities to hear from providers of post-14, post-16 and post-18 options at, and leading up to, important transition points," according to guidance published by the DfE in November.

Lord Baker insisted that "every word" of the clause was needed in the act because it would be "met with great hostility in every school in the country".

# every UTC millions in combined debt

Academic year	Total UTCs	Negative PNA	% with negative PNA	PNA recovered (complete)	% PNA recovered (complete)	Agreed deferred recovery	% Agreed deferred recovery	Discussing recovery with ESFA	Approved adjustments: Write-off
2013/14	16	15	94%	14	93%	1	7%	0	2
		-£2,984,289		-£1,779,576	60%	-£816,853	27%	£0	-£387,860
2014/15	30	24	80%	20	83%	3	13%	1	3
		-£8,806,693		-£4,273,351	49%	-£1,748,724	20%	-£446,187	-£2,299,782
2015/16	38	34	89%	23	68%	9	26%	2	2
		-£10,404,582		-£4,541,758	44%	-£4,711,247	45%	-£449,269	-£698,784
2016/17	44	39	89%	23	59%	15	38%	1	1
		-£11,142,694		-£5,236,163	47%	-£5,712,581	51%	-£490	-£193,460

## 2016/17 Pupil Number Adjustment (PNA) for all University Technical Colleges

UTC name	Pre16 adjustment	Post16 adjustment	ESG adjustment	Total PNA	Write-off	New balance	Status
Bolton UTC	-£381,071	-£287,512	-£9,548	-£678,131	£0	-£678,131	Recover: Sept 2017 to Feb 2018
Derby Manufacturing UTC	-£458,861	-£170,196	-£9,779	-£638,835	£0	-£638,835	Agreed deferred recovery plan
UTC Cambridge	-£201,981	-£390,742	-£10,395	-£603,117	£0	-£603,117	Agreed deferred recovery plan
University Technical College Norfolk	-£306,860	-£283,971	-£9,086	-£599,917	£0	-£599,917	Recover: Sept 2017 to Feb 2018
UTC@Harbourside	-£334,248	-£220,275	-£8,239	-£562,762	£0	-£562,762	Agreed deferred recovery plan
Heathrow Aviation Engineering UTC	-£214,386	-£271,632	-£8,701	-£494,719	£0	-£494,719	Agreed deferred recovery plan
South Wiltshire UTC	-£182,646	-£294,238	-£7,623	-£484,506	£0	-£484,506	Agreed deferred recovery plan
Lincoln UTC	-£247,673	-£187,701	-£6,314	-£441,689	£0	-£441,689	Agreed deferred recovery plan
elutec	-£194,329	-£222,662	-£5,544	-£422,535	£0	-£422,535	Agreed deferred recovery plan
Sir Charles Kao Utc	-£75,617	-£325,772	-£7,546	-£408,935	£0	-£408,935	Agreed deferred recovery plan
Liverpool Life Sciences UTC	-£157,427	-£230,807	-£6,603	-£394,837	£0	-£394,837	Recover: Sept to Nov 2017
Humber UTC	-£280,639	-£108,014	-£6,006	-£394,660	£0	-£394,660	Recover: Sept 2017 to Feb 2018
UTC@MediaCityUK	-£83,805	-£291,183	-£6,391	-£381,379	£0	-£381,379	Recover: Sept to Nov 2017
UTC Sheffield	-£177,087	-£180,067	-£5,584	-£362,739	£0	-£362,739	Recover: Sept to Nov 2017
South Bank Engineering UTC	-£65,380	-£283,817	-£4,004	-£353,202	£0	-£353,202	Recover: Sept 2017 to Feb 2018
The Leigh UTC	-£117,466	-£228,390	-£5,852	-£351,708	£0	-£351,708	Agreed deferred recovery plan
Energy Coast UTC	-£120,667	-£193,865	-£4,466	-£318,998	£0	-£318,998	Agreed deferred recovery plan
West Midlands Construction UTC	-£89,506	-£220,063	-£4,543	-£314,112	£0	-£314,112	Recover: Sept 2017 to Feb 2018
The JCB Academy	-£94,620	-£194,084	-£4,389	-£293,093	£0	-£293,093	Recover: Sept to Nov 2017
WMG Academy for Young Engineers	-£163,477	-£115,269	-£4,389	-£283,135	£0	-£283,135	Recover: Sept to Nov 2017
Global Academy UTC	£93,442	-£351,939	-£4,466	-£262,962	£0	-£262,962	Agreed deferred recovery plan
Health Futures UTC	-£20,436	-£235,511	-£4,389	-£260,335	£0	-£260,335	Recover: Sept to Nov 2017
UTC Reading	£0	-£255,761	-£3,446	-£259,206	£0	-£259,206	Recover: Sept to Nov 2017
The Elstree UTC	-£63,189	-£167,481	-£3,542	-£234,212	£0	-£234,212	Agreed deferred recovery plan
UTC Plymouth	-£73,418	-£155,056	-£3,378	-£231,853	£0	-£231,853	Agreed deferred recovery plan
Watford UTC	-£150,337	-£12,991	-£2,079	-£165,407	£0	-£165,407	Agreed deferred recovery plan
UTC Oxfordshire	-£19,196	-£100,029	-£1,848	-£121,073	£0	-£121,073	Recover: Sept to Nov 2017
Crewe Engineering and Design UTC	£19,557	-£130,149	-£1,771	-£112,363	£0	-£112,363	Recover: Sept to Nov 2017
Aston University Engineering Academy	£0	-£89,321	-£1,020	-£90,342	£0	-£90,342	Agreed deferred recovery plan
UTC Leeds	£30,749	-£116,483	-£1,232	-£86,966	£0	-£86,966	Recover: Sept to Nov 2017
South Devon UTC	-£66,909	-£9,662	-£924	-£77,496	£0	-£77,496	Recover: Sept 2017 to Feb 2018
UTC Sheffield Legacy Park	£119,433	-£193,226	-£1,232	-£75,025	£0	-£75,025	Recover: Sept to Nov 2017
UTC South Durham	£161,433	-£225,259	-£1,078	-£64,904	£0	-£64,904	Recover: Sept to Nov 2017
Scarborough UTC	£61,767	-£102,964	-£924	-£42,120	£0	-£42,120	Recover: Sept to Nov 2017
UTC Warrington	£53,740	-£87,203	-£539	-£34,002	£0	-£34,002	Recover: Sept to Nov 2017
WMG Academy for Young Engineers (Solihull)	£131,630	-£156,212	-£231	-£24,813	£0	-£24,813	Recover: Sept to Nov 2017
Medway UTC	£167,076	-£189,578	-£154	-£22,655	£0	-£22,655	Recover: Sept to Nov 2017
UTC Lancashire	-£483	£0	-£8	-£490	£0	-£490	Discussing recovery plan
Greater Manchester Sustainable Engineering UTC	-£163,480	-£27,208	-£2,772	-£193,460	-£193,460	£0	Agreed write-off
Greater Peterborough UTC	£49,245	-£43,059	£77	£6,264	£0	£6,264	Positive PNA
Wigan UTC	£54,478	-£26,789	£385	£28,074	£0	£28,074	Positive PNA
Daventry UTC	£33,400	£0	£304	£33,704	£0	£33,704	Positive PNA
Buckinghamshire UTC	£80,142	£5,772	£1,222	£87,137	£0	£87,137	Positive PNA
London Design and Engineering UTC	£60,096	£32,094	£770	£92,960	£0	£92,960	Positive PNA

Source: Department for Education response to a Freedom of Information Request

Note: Figures for Bristol Technology and Engineering Academy, UTC Swindon, Tottenham UTC (closed end of 2016/17) and Silverstone UTC were not included in the Fol data

# Learners and employers lauded at

**BILLY CAMDEN**  
@BILLYCAMDEN

The country's top three apprentices and six best employers have been celebrated at the 14th National Apprenticeship Awards.

London's Grosvenor House hosted a stellar ceremony on Thursday night, using the theme of 'Bright Future', hailing individuals and employers for their commitment to apprenticeships.

To be crowned winners at the national final, apprentices had to beat off tough competition in regional heats and demonstrate how they have benefited from their apprenticeship, before showing their contribution to their employers' business objectives.

Shannon Green, from Althams Travel Services, won 'Intermediate apprentice of the year', while Heeran Basi, who works at Severn Trent Water, picked up the award for 'Advanced apprentice of the year'.

Charlotte Hughes, from GlaxoSmithKline, was crowned 'Higher or degree apprentice of the year'.

Following these individual triumphs, six national employers also received gongs.

'Small employer of the year' went to Beauty Oasis Spa, the 'Medium employer' award was taken by Superior Seals, and Dale Power Solutions won 'Best large employer'.

'Macro employer of the year' was won by the Royal Air Force, Lander Automotive was named as 'Best newcomer SME', and the award for 'Newcomer large employer' was claimed by YBS Group, also known as the Yorkshire Building Society.

Andy Tupman, the emerging talent manager at YBS, said he was "delighted" his organisation's apprenticeships programme has been recognised on the national stage.

"Our apprentices are a credit not only to

**“ Our winners have a bright future thanks to the enriching benefits that apprenticeships bring**

themselves but the whole organisation here at Yorkshire Building Society," he added.

"For us, there's no such thing as a typical apprentice. You could be just out of school, looking to change your career, newly graduated and looking for something different or just out of retirement.

"There's no average age, no average background and no experience required:

we are much more interested in finding applicants with the right values and passion for exceeding customer expectations."

An award for 'Apprenticeship champion of the year' was also presented to Sarah Barley from South Hunsley School.

She was recognised for the employer-led programme she developed, recruiting 50 local employers to support and inspire young people on their next steps, and planning open events to recruit employers interested in offering apprenticeships.

Apprenticeships minister Anne Milton lauded the awards ceremony as a "great opportunity to celebrate the work so many individuals and employers have done to champion apprenticeships".

"I want to congratulate everyone that was a part of these awards for their contribution to apprenticeships in England," she said.

"They are all fantastic advocates of hard work and ambition, and they highlight how apprenticeships are a great route into skilled employment for people of all ages and backgrounds."

Sue Husband, the director of the National Apprenticeship Service, which runs the awards, added: "This year's winners are all shining examples of how apprenticeships develop outstanding talent whilst enhancing the incredible work of employers.

"I am certain all of our winners have a bright future thanks to the enriching benefits that apprenticeships bring."

## The Troup Bywater + Anders Award for Small Employer of the Year

Beauty Oasis Spa



Ginger Nut Media

McCarrick Construction

## The Open University Award for Macro Employer of the Year

Royal Air Force



BBC

Lloyds Banking Group

## The Unilever Award for Intermediate Apprentice of the Year

## The PeoplePlus Award for Advanced Apprentice of the Year

## The Nuclear Decommissioning Site Licence Companies Award for Higher or Degree Apprentice of the Year

## Santander Award for Apprenticeship Champion of the Year



**Shannon Green**

Althams Travel Services Ltd

Highly commended:

Ross Jasper  
DCH

Matthew Gustard  
Nottingham City Homes



**Heeran Basi**

Severn Trent Water

Highly commended:

Hannah Magowan  
Dale Power Solutions

Megan Whitbread  
Troup Bywaters + Anders



**Charlotte Hughes**

GlaxoSmithKline

Highly commended:

Christopher Achiampong  
IBM

Thomas Sherlock  
IBM



**Sarah Barley**

South Hunsley School

**“ I've tried so hard to change the view on apprenticeships in my local school. It's wonderful to be recognised for that ”**

# National Apprenticeship Awards

## The Royal Navy Award for Medium Employer of the Year

Superior Seals Limited



Invotra Limited

Maycast-Nokes Precision Engineering Ltd

## The British Army Award for Large Employer of the Year

Dale Power Solutions



Volvo Group UK

Eire and Home Group

## The BAE Systems Award for Newcomer SME of the Year

Lander Automotive Ltd



Blue Logic

Bury St Edmunds Canine Creche

## The Rolls-Royce Award for Newcomer Large Employer of the Year

YBS Group (Yorkshire Building Society)



Magnet

NHS Blood and Transplant (NHSBT)



## EDITORIAL

## Carillion and the employer-provider problem



The collapse of Carillion is a sombre reminder that apprentices must, by law, be employees.

The government expects that when an apprentice loses their job, their college or training provider will support them to find work elsewhere to finish the course.

In fact, the funding rules permit a "break in learning" for a limited period for exactly this reason.

But, what's different here is that Carillion was both the employer and the training provider holding the ESFA contract, in an arrangement known as an "employer-provider".

Carillion's collapse means the apprentices are not only out of work, but their training provider no longer exists to help.

It's reassuring to hear that on this occasion the CITB and some colleges are stepping in to help the apprentices find relevant employment.

But without the national media attention and pressure on government would the support be so readily forthcoming?

The government drive under the apprenticeship levy reforms has been to dramatically increase the number of employer-providers (there are over 200 on the register of apprenticeship training providers).

How many more could fold so unexpectedly, leaving apprentices out of work AND without a training provider to support them?

**Nick Linford, Editor**  
news@feweek.co.uk

## CORRECTION

In last week's profile of Sir Alan Tuckett, we attributed the decision not to fund qualifications at the same level or lower than those already held to ex-universities minister Jo Johnson. Sir Alan was in fact referring to Alan Johnson, who was Secretary of State for Education and Skills from May 2006 to June 2007.

## CARILLION APPRENTICES TWEETS:

**Gordon Marsden MP** @GordonMarsden

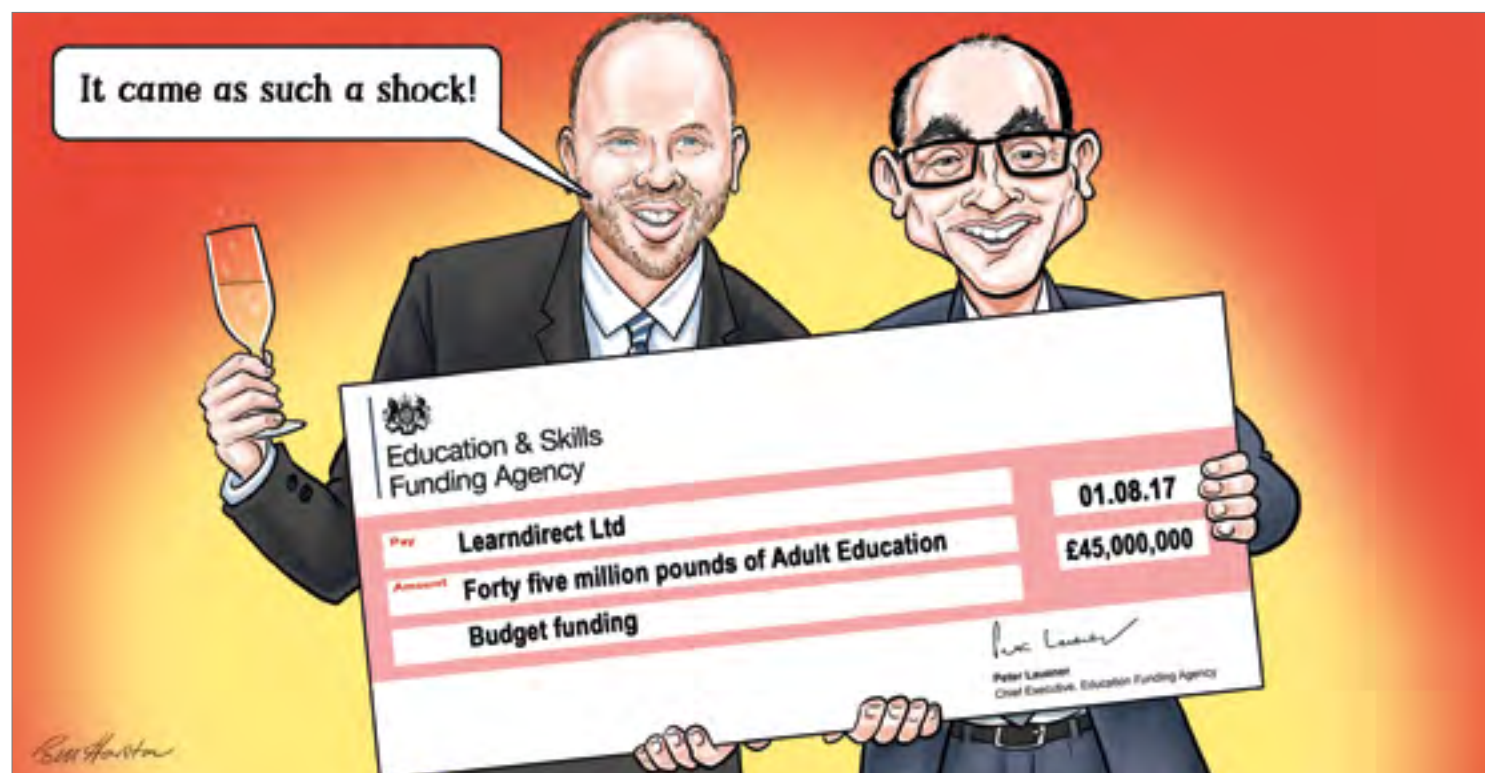
#Carillion 'UK' s largest employer of construction apprentices'. 580 16-18 year olds doing level 2 out of over 1,000 nationwide. DfE & skills minister should fight now to ensure any rescue action covers them - after govt failure to act previously.

**Alison Wolf** @XXFactorFacts

Yes, this is really bad news given the ongoing crisis in construction training.

**Robert Halfon MP** @halfon4harlowMP

Vital that @educationgovuk @AnneMilton @DamianHinds @cabinetofficeuk @DLidington guarantee future of all @Carillionplc @carillionjobs 1,400 Apprentices and the supply chain apprentices in terms of continued training and apprenticeships.



## Nescot accepts former principal was unfairly dismissed

**PAUL OFFORD**  
@PAULOFFORD

A college has accepted that its former principal was unfairly constructively dismissed, after she went to an employment tribunal.

Sunaina Mann, once the highest-paid FE principal in the country, left North East Surrey College of Technology (Nescot) under a cloud in 2016, not long after it was revealed that her husband had received almost £200,000 from a contract that was at the time alleged not to have been revealed to the board for 18 months.

The college has now issued a statement in which it admits regret over "the circumstances in which her employment came to an end", it accepts that its directors had been aware of her husband's contract, and reveals that it has reached an "agreed resolution" with Ms Mann.

The college has also "made a substantial contribution towards Ms Mann's costs".

FE Week reported back in May 2016 that Ms Mann's husband, Jaswinder Singh, had received a substantial sum of money for work with Nescot's partner college in Saudi Arabia.

His wife, who was paid £363,000 in 2014/15, denied at the time that there had been any non-disclosure. She departed the college by June 2016.

The Skills Funding Agency also asked

Nescot for more information at the time, a request with which it complied.

But Nescot has now said that it "accepts that Ms Mann was unfairly constructively dismissed".

"Ms Mann has chosen to withdraw her claims of discriminatory treatment by the college and its officers," it added.

She argued that Nescot had breached her contract of employment, causing her to resign and "take up employment" as the chief executive of the Jeddah Female College of Excellence in Saudi Arabia, which Nescot was in partnership with.

"Ms Mann made claims in the employment tribunal of unfair constructive dismissal and race discrimination," the spokesperson said.

"Following a thorough review of the evidence, Nescot accepts that Ms Mann had no involvement in the engagement of her husband by NCL (Nescot Consortium Limited).

"All of the directors of NCL were aware of the appointment of Mr Mann, as was the previous chairman and corporation clerk and director of HR of Nescot."

FE Week reported in May 2016 that Jaswinder Singh Mann was employed as a consultant by Nescot to work on its partnership with the Jeddah Female College.

It was alleged that Mr Mann signed his first contract with the college on September 24, 2014, but that Nescot's governors were not made aware of his role until a board meeting a

year and a half later, on March 18, 2016.

According to Nescot's financial statements for the year ending July 31, 2015, payments of £71,000 in 2014 and £106,000 in 2015 were made to Point Nemo Ltd, a company "under the control of the principal and chief executive's husband" for "consultancy in the role of NCL vice-dean MIS and funding".

Nescot also referred in its latest statement to Ms Mann's "remuneration".

"All remuneration received by her prior to January 1, 2015, was approved by the board of Nescot. With effect from January 2015, when she was seconded to NCL in Saudi Arabia, Nescot now accepts that the aggregate remuneration was approved by the board of NCL, that the Nescot corporation clerk was fully aware of the aggregate remuneration as was the previous director of finance."

It added that the contracts with both Nescot and NCL "were drafted by lawyers on behalf of Nescot, and signed by the then-chairman of Nescot, and by the chairman of NCL".

Ms Mann said: "I am glad that Nescot has recognised that I was not treated properly in the spring of 2016 and that the circumstances in which I was forced to leave were unfair.

"Following this recognition I am pleased to say that this matter is now concluded. Despite the treatment to which I was subject I wish the college well on its important mission."

Neither Nescot nor Ms Mann's legal team would reveal the size of any financial settlement she received.

## COMMENTS

## Chartered status: when will the government subsidies end?

To me having spent just on 40 years in FE it is all about the learners and improving their experience. Does having Chartered status improve their experience and could the not insubstantial money subsidising this be better spent on sharing best practice across the wider sector to improve the lot of learners, especially in providers who are not good? If I was a potential or actual learner of a chartered institution what difference would I notice to my experience there as a result of the effort and money to obtain the kite mark? The grade received at inspection is surely the best indicator of quality and does not use money that could be spent on learners?

Phil Hatton

## Atkins' aides: Principals appointed to advise DfE

It is a pity that the eagerness of government officials to consult on skills policy doesn't also seem to extend to a reference group from leading ITP's too. If they are genuinely interested in drawing upon experience and innovation in formulating policy then there appears to be a significant oversight here!

Just Saying

## Revealed: Four more deputy FE commissioners

Some good appointments there. Of course, much of this would be unnecessary if the sector were adequately funded though.

Is there an equivalent intervention regime in the University sector? No, thought not. They are a law unto themselves. The distance between Ofsted and the QAA is about a million miles, innit?

Ian

Keith



city college  
plymouth

## WORK WELL - LIVE WELL

### CHIEF EXECUTIVE & PRINCIPAL - Competitive Salary

City College Plymouth is a significant player in the economy, skills and employment arenas of the South West of England. As the only general FE college in the thriving city of Plymouth, the college is well positioned to meet the challenges of today and tomorrow.

Following the announcement of our current Chief Executive and Principal to retire at the end of the academic year, we are looking for an exceptional individual to lead us into the next phase of our development.

Our next Chief Executive and Principal will drive and deliver strong outcomes across all aspects of the organisation whilst using their expert ambassadorial and stakeholder relationship skills to position the college to excel locally and regionally.

We have appointed FE Associates to support us in this significant appointment.

Interested parties are encouraged to contact [Samantha.Bunn@fea.co.uk](mailto:Samantha.Bunn@fea.co.uk) for an initial conversation.

Further details can be obtained from our microsite: <https://plymouthleadership.fea.co.uk>

**Closing date:** Wednesday 21st February 2018 at noon.

**Interview dates:** Monday 5th and Tuesday 6th March 2018.



## Principal & Chief Executive



**Salary: £100,000 - £120,000 per annum (dependant on qualifications and experience)**

**Following the retirement of our current Principal at the end of the academic year, Fareham College are seeking to appoint a leader who has the vision, experience and energy to take the College on to great future success.**

Our current Principal and Chief Executive has successfully led us to being judged Outstanding by Ofsted in October 2017 and we are certainly extremely proud of what he quite clearly claims is a real team achievement.

You are no doubt, already aware of this publicised success, but what you may not be aware of is that we see this as a milestone on a journey we plan to continue. Our 'outstanding' is about the continued and growing success of our learners, outcomes and experience. Governors are extremely proud to work with a committed team of managers and staff who all strive towards this same goal.

Our exciting challenges include pioneering new areas of delivery, such as CETC, that meet employer needs and provide future progression and employment opportunities for our learners. Exciting because it is new; exciting because it is not easy; exciting because the financial challenges mean we have to be innovative and cleverly manage potential risks; exciting because the outcomes for our learners can be life changing.

### We are looking for a leader with:

- Advanced and proven leadership skills
- Financial acumen to understand and respond to key drivers in the sector
- Clear strategies for student engagement
- A proven record of delivering high quality outcomes and tracking students into employment
- An open management style
- A sense of humour; who can make the experience fun

### We want a leader who can:

- Lead on employer engagement and respond to sector opportunities
- Exploit the reputational opportunities arising from "outstanding" to deliver growth and continually improve quality
- Apply advanced communication skills to adapt to different groups, students, employers, politicians, educationalists and of course Governors

To apply for this role or find out more information, please visit [www.fareham.ac.uk/principal](http://www.fareham.ac.uk/principal).

**For any application queries, please contact Steph Blencowe, HR Adviser on 01329 815 394.**

**Closing date: Monday 29th January 2018**



# Assistant Principal, Business and Support Services



**Salary:** range £63,930 - £71, 580

Westminster Adult Education Service (WAES) recently judged by Ofsted Inspection as "officially good and on our way to outstanding" is the largest local authority adult education service in London and one of the largest in the country. We offer a large and diverse programme of further education qualification courses, apprenticeships, as well as extensive community based provision. We have a diverse, enthusiastic student community, taught and supported by well qualified, passionate and dedicated staff. Our three main centres in Westminster are all modern, easily accessible and purpose built, offering high quality teaching and learning facilities.

We have an exciting opportunity for an inspirational senior leader to take on the role of Assistant Principal for Business Support Services.

You will work closely with the Principal, Governing Body and the Service Management Team to deliver our aspirations and plans for a truly outstanding adult education service in central London, inspiring, challenging and empowering our learners and the surrounding communities.

You will strategically lead the Service's business support teams for admissions, funding and data management, ICT and marketing, delivering and supporting the strategic objectives of the Service, within a fast changing environment.

You will have significant senior level experience of raising standards, the ability to

motivate successful and effective multi-disciplinary teams and work collaboratively with a range of partners both internally and externally in a manner that supports the ambition and values of the Service.

You will have the commitment, drive and ambition to achieve high expectations and standards, making a real impact to the progress of our learners and our work with employers and key stakeholders.

In return, the Service offers a competitive salary, employment benefits including a public sector pension scheme and opportunities for Continuous Professional Development.

Job description and application forms are available from [www.waes.ac.uk/vacancies](http://www.waes.ac.uk/vacancies). If you are experiencing problems downloading or have an enquiry regarding a particular vacancy please contact HR by emailing [recruitment@waes.ac.uk](mailto:recruitment@waes.ac.uk) quoting the relevant reference number.

**Please quote reference number:** ED/WAES/781 in all correspondence

**Closing date for applications:** 22 January 2018

**Assessment and interviews:** Thursday 1 February 2018

## ADVERTISE YOUR VACANCIES HERE!



**ED** JOBS **Week** Brought to you by  
SCHOOLS WEEK AND FE WEEK

Jobs in schools, colleges and education; leadership, management, teaching and administration

**We've made finding your next colleague easier.**

Visit our website at [educationweekjobs.co.uk](http://educationweekjobs.co.uk)

To place a recruitment advert please email: [Advertising@educationweekjobs.co.uk](mailto:Advertising@educationweekjobs.co.uk) or call: 020 8123 4778



## Apprenticeships and Skills Contracts Manager

**£36,794 - £42,266 per annum inclusive of Outer London Weighting Hendon, CAS1-R**

Building on the University's leading reputation for professional and work-integrated learning, higher and degree apprenticeships, Middlesex aims to provide high quality higher education that meets the skills needs of employers while enhancing social mobility and access to the professions. We are looking for a high performing Apprenticeships and Skills Contracts Manager to be responsible for ensuring the effective development, management and monitoring of apprenticeship and skills related contracts with employers and other providers working with University Service Areas and Faculties.

The role will require external and internal liaison and communication to ensure that all apprenticeships and skills related contracts are compliant with required regulation and funding rules. This will include working with University Registry, internal and (where required) external legal advisers, Finance, Quality, Academic Partnership, Marketing and Communications teams as well as Faculties. It will also include working with employers and other main providers and/or sub-contracted providers and/or apprentice assessment organisations.

If you have any specific questions on this job please contact Darryll Bravenboer-Director of Apprenticeships and Skills on (020) 8411 5479.

**Closing Date: 4 February 2018**

To apply please visit the Middlesex University website.



Middlesex University is working towards equality of opportunity.





## Cyfle unigryw

### Prif Swyddog Gweithredol/Pennaeth

tua £120K

Allech chi arwain ac ysbrydoli yng Ngholeg Sir Benfro? Mae hwn yn gyfle gwyb i lunio dyfodol y sefydliad bywiog hwn, yn dilyn ymdeoliad ei Brif Weithredwr/Pennaeth.

Mae Coleg Sir Benfro yn ddarparwr addysg a hyfforddiant blaenllaw yng Nghymru ac wedi cael ei farnu'n 'dda' yn ddiweddar gyda rhagolygon 'rhagorol' ar gyfer gwella gan Estyn, mae'r Coleg yn chwilio am arweinydd ysbrydoledig a all barhau â'r daith i ragoriaeth a datblygu'i bortffolio gwasanaethau.

Mae'r Coleg yn gwasanaethu dros 12,000 o ddysgwyr a, thra bod ei brif gampws yn Hwlfordd, mae'r Coleg yn gweithredu ledled De Orllewin a De Ddwyrain Cymru, fel prif ddarparwr consortiwm dysgu seiliedig ar waith sy'n cynnwys 5 coleg arall yng Nghymru. Me'r Coleg yn ceisio datblygu'r ddarpariaeth hon ymhellach mewn ymateb i gyfeiriad Llywodraeth Cymru. Mae'r Coleg yn brif gyfrannwr i ddiwygio addysgol yn Sir Benfro ac agorodd Ganolfan Lefel A gwerth £7.0 miliwn ym mis Medi 2017.

Mae gan y Coleg statws categori A yn ariannol, mae ganddo drosiant o £26.0 miliwn ac mae ganddo bolisiâu buddsoddi cryf. Gyda dros 500 o staff, mae buddsoddiad i ddatblygu diwylliant 'uchelgeisiol' wedi bod wrth wraidd gweithgaredd y Coleg yn y blynyddoedd diwethaf ac ar hyn o bryd mae gan y Coleg y cyfraddau llwyddiant uchaf o'r colegau Addysg Bellach cyffredinol yng Nghymru.

Yn uwch arweinydd profedig ac uchelgeisiol o'r sector Addysg a Sgiliau, rydych yn barod i arwain y Coleg trwy ei bennod nesaf. Bydd gennych brofiad rheoli perthynas, rhwydweithio a sgiliau datblygu masnachol yn ogystal â hanes profedig mewn cydweithio. Yn gyfnewid, mae'r Coleg yn cynnig pecyn cyflog cystadleuol. Disgwylir i ymgeiswyr ymrwmo i'r iaith Gymraeg a'r diwylliant Cymreig.

Mae Protocol yn falch o fod yn gweithio ar y cyfle cyffrous hwn ar ran Coleg Sir Benfro.

Am ragor o wybodaeth a phecyn cais, ewch i [protocol.co.uk/pembrokeshire](http://protocol.co.uk/pembrokeshire)

Y dyddiad cau yw 9.00yb dydd Llun 12 Chwefror 2018 a chynhelir y broses gyfnewid ar 21 a 22 Mawrth 2018.

**Protocol** Excellence in FE

## A unique opportunity

### Principal / CEO

Salary - circa £120K

Could you lead and inspire at Pembrokeshire College? This is a fantastic opportunity to shape the future of this vibrant organisation, following the retirement of its Chief Executive/Principal.

Pembrokeshire College is a leading provider of education and training in Wales and having recently been judged as 'good' and having 'excellent' prospects for improvement by Estyn, the College seeks an inspirational leader who can continue its journey to excellence and develop its portfolio of services.

The College serves over 12,000 learners and, whilst its main campus is in Haverfordwest, the College operates throughout South West and South East Wales, as lead provider of a work based learning consortium involving 5 other colleges in Wales. The College is seeking to develop this provision further in response to Welsh Government direction. The College is a major contributor to educational reform in Pembrokeshire and opened a £7.0 million Advanced Level Centre in September 2017.

The College holds 'category A' status financially, has a turnover of £26.0 million and has strong investment policies. With over 500 staff, investment into the development of an 'aspirational' culture has been at the heart of College activity in recent years and the College currently has the highest success rates of all general FE colleges in Wales.

As an ambitious proven senior leader from the Education and Skills Sector, you will be ready to lead the College through its next chapter. You will have relationship management, networking and commercial development skills, as well as a proven track record in collaborative working. In return, the College offers a competitive salary package. Applicants are expected to have a commitment to the Welsh language and culture.

Protocol is pleased to be working on this exciting opportunity on behalf of Pembrokeshire College.

For further information and an application pack visit [protocol.co.uk/pembrokeshire](http://protocol.co.uk/pembrokeshire)

Closing date: 9am on Monday 12th February 2018. The interview process will be held on 21st and 22nd March 2018.

[www.protocol.co.uk/pembrokeshire](http://www.protocol.co.uk/pembrokeshire) | [pembrokeshire@protocol.co.uk](mailto:pembrokeshire@protocol.co.uk) | David Beynon: 07970 042 334 | Ian Sackree: 07795 271 559



# CHIEF EXECUTIVE OFFICER

Highly competitive package tailored to the potential of the individual

Midland Group Training Services (MGTS) is an established national award-winning training provider with training centres based in the heart of England. Operating as an educational charity, the organisation has established itself as a national centre of excellence for the education, training and development of both leaders and young people, working closely with its partners in the engineering sector to meet their specialist needs and expectations. We have a clear set of strategies in place to maintain our current position as a leader in our field and our current strong financial position.

Following unprecedented demand for our range of services and the planned retirement of our current CEO, we now have an exciting and challenging opportunity for a dynamic and creative individual to drive the continued expansion of our national training provision and commercial activities to the next level.

Putting employer's strategic business needs at the centre of decision making, we are looking for an exceptional leader who has the vision and capability of developing and delivering a platform of initiatives to bring about a step change in product development, contractual sales and implementation strategies to further improve financial performance.

Supported by the Trustees who oversee the governance of the organisation's affairs and other key partners you must be able to demonstrate an ability to empower, motivate and inspire a dedicated and diverse workforce along with the ability to influence customers, stakeholders and institutions alike in this strategic outward facing role.

The ideal candidate will be degree qualified, have a proven track record of successful business development and could suit either a seasoned professional from the commercial enterprise or training field, or alternatively someone looking to step up to their first CEO role. Either way, they will require exceptional levels of drive and energy, strong networking and teambuilding capability and enjoy the challenges and opportunities that the constantly changing economic, political and technological environments place in front of the organisation as it continues its successful journey.

#### How to apply:

To apply please send a CV and supporting statement [no more than two pages] to [biggins@mgts.co.uk](mailto:biggins@mgts.co.uk) Include details of your current salary.

All job offers are subject to receipt of satisfactory references.



# Principal



**Salary:** circa £90,000 per annum, dependent on experience

Our mission at Scarborough Sixth Form College is to provide an excellent service to our community, based in Scarborough, but drawing from students along the Yorkshire Coast and into the hinterland toward York and Hull.

The College has a very strong reputation in its community, and you will find at the College a very talented and hard-working staff team, who are very proud of our deserved reputation, and determined to build on this. At the heart of the College's success are staff who are committed to the highest standards of professional practice in order to provide the best experience for students. The ethos of the College - honest and self-critical, but supportive - is very precious to us.

At the last short inspection by Ofsted in 2016 we were confirmed as Good, but were on the cusp of Outstanding. There are numerous challenges and opportunities as we face the future, but our ambition to be outstanding, and to be excellent in all we do, is paramount.

We are looking for an ambitious and determined person to lead the College, moving it forward to become one of the best. Already with substantial experience of management and senior leadership in education, you will have the skills and ambition to lead the College to excellence, through development and drive of the College team, and sustain its strong financial health in challenging times.

With a high level of data fluency, good planning and communication skills, the key to success will be your ability to work with, and motivate, a diverse range of people

toward clear aims through actions for improvement. You will have a very clear vision and sense of strategic purpose underpinning the evolution of the College, but you will also be able to respond effectively to a variety of day-to-day operational issues.

Above all, what matters to us is the quality of the student experience, good teaching and effective support that underpins this. You will have a passion for the education of our students, and the commitment to raise both their aspirations and achievement. Our new Principal will provide strong leadership for our College in challenging times and be the right person to lead the College to the next stage in its development.

To help you make the right decision we also offer you the opportunity to find out more about the College from Marcus, the current Principal. He can be contacted by phone **01723 365032** or by email [m.towse@s6f.org.uk](mailto:m.towse@s6f.org.uk).

For any application queries, please contact **Beth Jones** on **01723 380726**.

**Closing date: 10 am on Wednesday 31 January 2018**

**Interviews: Monday 26 and Tuesday 27 February 2018**

# Director of Learner Services

**Salary:** Competitive



Halesowen College is a very successful tertiary further education college located in Dudley in the Black Country. We are seeking to recruit a candidate who shares the College's values and commitment to learners and can lead the learning support functions to be outstanding.

The College's aim is to recognise the individual needs of learners and put in place support and direction through the delivery of an inclusive portfolio of provision from entry level to higher education.

You will be joining a successful College Leadership Team and have specific senior responsibility for a range of learner service and support departments including the

line management and functional activities of: Learning Support (EHCPs); IAG; Careers; College Counsellors; School Liaison; Library and Learning Centres. The role includes lead responsibility for safeguarding and the College's approach to students' Personal Development, Behaviour and Welfare (PDBW).

**Closing Date:** Monday 22 January 2018

**To apply,** please visit: <https://jobs.halesowen.ac.uk/>

# 5 reasons why teaching and learning has just become *smarter*



# 1

## User experience

Modern, easy to use, straight forward and intuitive; this is what users want and this is what itslearning delivers. It enhances the way subjects can be taught through multimedia, access to resources anytime, anywhere, via any device, instant communication and a wealth of additional features. It enables tutors to think 'outside the box' to deliver a more personalised and structured curriculum.

# 2

## Communication and Collaboration

Being completely mobile accessible, the instant messaging facility means that real time communication is easy. News and announcements can be scheduled to groups or individuals and learners are updated when their work has been assessed. Instant feedback can be provided so learners can understand where they are and what they need to focus on. Tutors can easily share resources and best practice with colleagues.

# 3

## Organisation, Resources and Activities

The planner allows tutors to create clear learning paths. The 'Learner's Plan View' guides students through their learning path using a range of resources linked to specific topics. Learners are far more engaged in digital learning styles, where they can interact with content using video, audio, discussion forums and quizzes.

# 4

## Assessment, Reflection and Development

itslearning enables tasks to be set, completed and marked online. Tutors provide real-time feedback and learners can respond. Learning objectives can be assigned to any element of a plan allowing learners and tutors to easily track progression towards completion and mastery of a course. Individual learning plans can be created to set development goals for learners and enable self-reflection.

# 5

## Cloud integrations

Whether you are using Google or Microsoft or even both, itslearning is compatible. Making use of cloud applications within the platform, enabling users to quickly access their cloud folders and even live linking documents are some of the ways itslearning is making cloud-based learning smarter. Why not integrate your mail and simplify your login process too?

Connecting tutors and learners anytime, anywhere, via any device. This intuitive cloud-based Learning Platform integrates with O365 and Google apps. It increases collaboration and strengthens communication between users to help shape, support and manage a more personalised learning environment.

Founded by university students in 1999, its headquarters is located in Bergen, Norway. Serving over 7 million worldwide users and generating cost savings year on year, itslearning is a safe and secure platform which guarantees uptime availability of 99.9%.

Teaching and learning has just become smarter.



[itslearning.com](https://itslearning.com)

itslearning UK, Ibex House, 3 Keller Close, Kiln Farm, Milton Keynes, MK11 3LL  
0800 977 5714 | [uk.sales@itslearning.com](mailto:uk.sales@itslearning.com)

## What our customers are saying about us....

*"Because it's all on the computer there is no way you can forget what you have to do. There is nothing that can go wrong with it, it's so straight forward."*

Student, Macclesfield College

*"The communication tool is fantastic, and the itslearning platform offers a full view of all my coursework without the need to look anywhere else."*

Student, Hopwood Hall College

*"It allows tutors to explore modern teaching styles, such as multimedia and recording lessons to support learning inside and outside of college times. It has also improved the results of core subjects including English and Maths."*

Tutor, West Herts College

*"It self-marks so students can see immediately where they are struggling and what they're getting right. It's a massive efficiency on our time."*

Tutor, Hopwood Hall College

*"We've used itslearning for about seven years to support and enable us to deliver our radical digital transformation programme and saved £1.4m in delivery costs."*

Principal, Hopwood Hall College

*"itslearning helps me provide access to all resources, including external links to enable my students to have the best opportunity to succeed."*

Head of Maths, Macclesfield College

*"It's a modern platform that allows you to build content which you can use over and over again."*

Mentor, Just IT

*"We feel real value on our investment. We wanted our teaching and learning to be personalised, differentiated and familiar and itslearning delivers just that, along with savings of £700K in two years."*

Principal, West Herts College

## EXPERTS



## EMILY CHAPMAN

VP for further education, NUS

# Lack of representation is the one constant FE can rely on

**The OfS board has no FE representation – as the DfE recently admitted to MPs. Emily Chapman wants this remedied (and at the IfA) right now**

Further education is a central component of the higher education sector in this country, but it seems this government is hell-bent on ignoring this truth at every turn. With 218 colleges providing undergraduate and postgraduate courses in the UK, the vast majority teaching foundation degrees, and one in 10 people studying HE in an FE environment, it is astounding that the government's controversial new university regulator, the Office for Students, has no dedicated FE representation on its board.

Students experience post-16 education in very different ways, and part of the OfS' remit is to analyse this experience at a national level. With so many students studying HE in a college, the body has a clear knowledge gap: no-one can speak on their behalf on the current board. We already struggle to measure how these particular students experience their education, and without FE representation on the board we risk exacerbating these existing problems.

Since the OfS' inception, the NUS has argued that the one seat on the board reserved for the "student experience" was not good enough. Our president, Shakira Martin, is a welcome member of the student panel appointed to advise the OfS. However she is the only one who appears to be a former FE college learner. This is simply not good enough.

Not only this, the board proper has failed to appoint any of the applicants interviewed for the student representative position, and have instead made do with a one-year appointment from the student panel. This adds insult to injury next to the frankly chaotic and inappropriate appointment of Toby Young.

If the government wants to actually progress on its commitment to widening participation and equal access to university, it must show its understanding of the central role colleges play. Underrepresented groups benefit when the role FE plays in access to HE is accurately examined.

Any further commitment the government makes to widening participation in HE must provide more financial support and policy attention to FE colleges. This is the only way to truly boost social mobility. If the OfS fails to consider the state of FE, postgraduate

numbers will continue to decline, dropout rates will increase and underrepresented groups will continue to be failed by a system that promises something it is ill-equipped to deliver.

Being denied representation at the highest level is no new thing. In 2016 something similar happened in relation to apprentices and the body that was set up to ensure the "high-quality of apprenticeships in England": the Institute for Apprenticeships.

Shakira, who was VP for FE at the time, demanded two full seats on the board of the IfA. Instead, an apprentice panel was set up "to report directly to the board", but no representation was appointed to the board itself. The then-minister had no satisfactory answer to this.

**“ This adds insult to injury next to the chaotic and inappropriate appointment of Toby Young**

Learners and trainees have a huge role to play when it comes to understanding the quality of an apprenticeship, and arguments like "they wouldn't have enough experience or be able to deal with governance responsibility" are frankly undermining and patronising. In fact learners have a wealth of experience and are the only ones who know what it is truly like to go through the working/learning aspect of their studies, and the application process.

In the same way that there is a diversity of experiences in HE, apprentices face a host of different challenges across the specialisms. Learners' and apprentices' voices go hand-in-hand, and with a new leadership team at the Department for Education we have a real opportunity to change who is listened to at the highest level. Damian Hinds and Sam Gyimah have a task on their hands, but a good place to start is finding adequate representation for FE students at both the Institute for Apprentices and the Office for Students.



## PATRIK KNOWLES

Managing director, HYA Training

# The non-levy procurement exercise was an unfair farce

**The government's non-levy procurement process wasn't a fair competition because providers weren't given all the information in advance, writes Patrik Knowles**

Last December 7 was going to be a critical day across the sector, as providers found out the results of the long-awaited procurement exercise for "apprenticeship training to employers not using the digital account", more commonly understood as "those employers who do not pay the apprenticeship levy".

The results varied between providers: some celebrated success, some commiserated and others simply felt indifferent. The one thing the vast majority of us had in common, however, was a feeling of perplexity about the process the ESFA adopted, in particular its pro-rata methodology to calculate allocations for providers.

In the ESFA's defence, we understand that it will not have known the calculation for this pro-rata methodology until it had received all of the tendered allocations within a specific region, but this lack of clarity only left everyone second-guessing.

As a 'good' provider ourselves, delivering apprenticeships to a wide range of employers large and small for over 20 years, we were disappointed to learn that we had not been successful. Passing the compliance and qualitative section of the tender was a great achievement, and we even scored maximum marks on one of the sections, but it came down to the pro-rata methodology, which subsequently reduced our allocation below the £200,000 threshold.

The invitation to tender document, paragraph 6.5 states: "The approach seeks to balance how the agency provides opportunity for growth, ensures stability of provision and encourages potential providers to submit realistic and deliverable proposals within the amount of funding available for award, taking into account factors such as non-levy historic delivery and experience in delivering all aspects of a contracted service."

Like many other providers, we tendered for an allocation which was not only above the threshold but also one which was both realistic and deliverable as per the above, thereby ensuring we didn't risk tendering for too much funding than we could deliver, an approach many would understand.

Furthermore, the ESFA made it clear that it was seeking to maintain stability of quality provision while recognising that

the procurement would be a competitive exercise. Although this is an approach many of us would agree with, was this procurement exercise about quality or more about money?

Many high-quality providers with good track records, who passed the compliance and qualitative questions, were not awarded a tender based on the allocation they submitted because of a system likened to a lottery, which varied from region to region.

**“ Was this procurement exercise about quality or more about money?**

The vast majority would agree that the process lacked transparency. Had providers known the figures which would be used to make up the pro-rata calculation, everyone would of course have increased the allocation tendered for, including many successful providers which received a significant reduction in their original allocation.

The positive news that some providers have successfully appealed on the basis that their qualitative statements didn't meet the required threshold mark also poses another question: if the ESFA has been able to revisit these tenders and overturn its original decision, does that mean there is the potential that the pro-rata methodology may have been calculated incorrectly?

A procurement exercise of this magnitude is always going to be a challenge for any government department, after all it is difficult to please everyone and you will always get winners and losers, but the sector's passion for delivering quality apprenticeships will always lead us to ask whether some of those who missed out actually shouldn't have.

Finally, I'd like to take this opportunity to congratulate those providers who were successful, wish those who are appealing their decisions the best of luck and acknowledge that, through our passion and dedication, we as a sector will all continue to work with the ESFA in delivering the quality, much-needed services to support the government in its ambitions on education and skills.

## EXPERTS

The government's newest initiative couldn't have come at a better time for a sector trying to blow open its gender gap, writes Ann Watson

2018 is shaping up to be a pretty important year for those of us involved in engineering skills, all things considered. The government has promised to "consult" on letting us use apprenticeship funding more flexibly, which will hopefully make it easier for bigger employers to support their supply chains to meet their skills needs.

The development of T-levels continues at pace, with the Institute for Apprenticeships set to take on the responsibility for their development by the year's end. And a potential revolution in how we develop talent is set to start at the New Model in Technology and Engineering institution in Herefordshire, where creativity and aptitude will matter more than which particular A-levels applicants have got.

However, this is all institutional and governmental. It's important that we get the right blend of policies to support employers and educational institutions in their quest to secure the skills base the engineering sector needs. Given some estimates that we need around a million new entrants, we can't afford to hang around, but it's all irrelevant if we don't have people who actually want to become engineers. And that's why I'm delighted that 2018 is also going to be "the Year of Engineering".

Government-created and industry-backed, the Year of Engineering is a year-long campaign to connect more young people with



# ANN WATSON

Chief executive, Senta

## Let's make the Year of Engineering a success

our sector. It's a golden opportunity, perhaps once-in-a-generation, for us to show that the tired old stereotypes of men in dirty overalls handling spanners simply do not apply any more. Modern engineering is a high-tech, skilled sector in which creativity and problem-solving skills are becoming increasingly important. A visit to a modern, state-of-the-art engineering facility can feel more like a visit to a hospital: they're so clean and so controlled. Modern engineering is about meeting society's biggest challenges head-on, from ageing to water supply. It's about making a real, lasting difference. Few careers can match it for satisfaction.

You may ask why, if engineering is such a great sector to work in, we have continuing

skills shortages. And you may ask why, if engineering is a sector where anyone can get ahead, just one per cent of parents aspire for their daughters to become engineers, and why just six per cent of registered engineers and technicians in the UK are female (the lowest percentage in Europe). Part of the problem is patchy careers advice; the Year of Engineering needs to be the start of a consistent cycle of engagement between the worlds of engineering and education. We don't just need careers talks and facility visits this year, we need them every year – this cannot be a one-year initiative.

It's not just young people that we need to reach, of course. Parents exert a huge amount of influence over their children, and if their

perception of engineering is outdated, it will be harder to convince their children. This is especially important in the case of girls. If we're going to beat our skills shortage, and if we're going to get the very best out of everyone who has the potential to be an engineer, then we need to bust through our massive gender gap, and quickly.

“  
It's a golden opportunity to show that tired old stereotypes simply do not apply any more

FE Week readers have an enormous role to play in making sure that the Year of Engineering is the success that it needs to be. If you're working at a college, get involved. Throw open your doors for a local engineering company to come in and talk to your students. Take your students on a trip to a facility. Get parents in for an open evening where they can find out for themselves the reality of modern engineering. Colleges are the lifeblood of the skills system, and you have in your gift the potential to engineer a real difference to the future of your students, to the future of UK engineering, and to the future of our country.

NOT TO BE MISSED

## UPCOMING EVENTS

### NEW AUDIT APPROACH TO APPRENTICESHIP FUNDING

**YORK**

DATE: 21 FEBRUARY 2018

**LONDON**

DATE: 26 FEBRUARY 2018

Places are expected to go fast, so register now to avoid disappointment. The fee is £265+ VAT per delegate (no limit per organisation).

FE Week gold members will receive £50 off the cost of this event (gold membership must be in the delegates name).

Register now at no risk (full refund for cancellations 7 days or more before the event) as this event has been fully booked in the past.

**BOOK NOW AT [LSECT.COM/EVENTS](http://LSECT.COM/EVENTS)**

**LSECT**  
LEARNING & SKILLS  
EVENTS, CONSULTANCY & TRAINING

## CAMPUS ROUND-UP *with Samantha King*



Cerys on the catwalk

Cerys Wrigglesworth (left) and Elise Munroe (right) with thank you certificates

## Beating cancer in style

Over 40 learners have come together for a charity fashion show at Nelson and Colne College, which raised more than £1,000 for Cancer Research UK.

A-level and vocational students from the college's art and design, hair and beauty, and creative and media departments put their skills into practice to bring the Stand Up To Cancer fashion show together, which was attended by 100 guests and raised £1,059 for the charity.

The event featured jewellery and clothing designed by students, alongside collections from the Clitheroe branch of M&Co and a

local clothing store, Blue Ginger.

"I had a family member who has had cancer and I weaved her name into my pieces to give them a personal touch," said Cerys Wrigglesworth, a 17-year-old art and design student. "I found it a really good experience."

"It was great to see students working so professionally together on the night for such a great cause," added Sarah Holmes, curriculum leader for art and design. "Alongside creating their fabulous garments, they have also learned such a lot about working in an environment like this under pressure."

## Askham Bryan gets back on the horse

A college's equine department has taken in a rescue horse for the very first time.

Noo-Noo, named after the Teletubbies character, was one of five ponies rescued by the RSPCA in a roadside abandonment case, and will be rehomed at Askham Bryan College's Middlesbrough campus.

The new addition will be valuable for animal care and management students, who will learn how to help the horse settle in to a new environment and prepare the animal for a more permanent home over the course of year.

"The students are producing regular reports on the health and progress of Noo-Noo, and it is hoped that the experience encourages the students to help other horses and ponies that may be in need," explained Catherine Fairburn, a lecturer and level three equine course manager.

"Students must handle the pony to ensure it picks its feet up, can be led and groomed as well as being involved with feeding and routine health treatments."

Noo-Noo will share a home with three Shetland ponies, who are permanent residents of the campus.



Catherine Fairburn and Noo-Noo

## Public service students go above and beyond



The lifesavers: Connor O'Hara, Kaileb Walters, James Barnshaw and Nathan Kenyon

Four public services students have been praised by police after they saved a man's life on their walk home from college.

The students from Warrington & Vale Royal College came to the aid of a man who was considering jumping from a bridge over the M62 motorway, keeping him calm and blocking his path to the edge of the bridge.

Inspector Hannah Friend from Cheshire Police presented Connor O'Hara, Kaileb Walters, James Barnshaw and Nathan Kenyon, all in their final year of their level three course, with "good citizen" citations, after tracking the boys down via

a social media appeal launched by the local newspaper, Warrington Worldwide.

"These individuals have acted with compassion, bravery and selflessness. They have demonstrated the best qualities of community spirit and have rightly been described as pillars of the community for their outstanding assistance during this incident," she said.

"We weren't aware that there was CCTV filming us," said Nathan. "We didn't do it for the recognition, it was just instinct and something we hope any other human would do."



The art projects in progress

## Darlington's royal exhibition

Durham Cathedral is displaying work from local learners at a new exhibition on the fashion choices of kings and queens from the House of Tudor.

BTEC foundation and extended diploma fine art students from Darlington College have been asked to contribute artwork on a Tudor theme for the exhibition, which could take the form of a shoe collection, textile design or painting.

The college was approached to produce an installation by the cathedral's learning and outreach officer, Philippa Cunliffe, once a learner at the college.

"They are looking at footwear and fashion,

from the kings and queens of arguably one of the most expansive periods of the country's history," Ms Cunliffe explained.

"The students instantly appreciated what an incredible opportunity this project was to showcase their skills and we are already seeing some great ideas coming through," said fine art lecturer Donna Slyfield. "We are all incredibly excited about working with Durham Cathedral and can't wait to see the exhibition installed in such hallowed surroundings."

The work will be on public display from the beginning of February at the cathedral.



CAMPUS ROUND-UP *with Samantha King*FEATURED  
CAMPUS  
ROUND-UP**Truro learners' international labour of love**

A team of foundation studies students and their lecturer have raised over £500 to help fund the education of a boy with Downs Syndrome in Nepal, reports Samantha King.

After learning about humanitarian work as part of a module on volunteering, a group of learners at Truro College with special educational needs, decided to raise money for a good cause, settling on the plight of 14-year-old Nissan.

"I asked my relatives in Nepal if they knew of a school or group of children we could support and this led us towards Nissan who lives in the village where my family are from," explained Karenza Pariyar, a learning support assistant at the college who led the group's fundraising effort. "We decided to focus on Nissan because I knew we could keep in contact, follow his progress and make a real difference to his life, rather than diluting the effect by giving one thing to many kids."

Fundraising through cake weighing, jelly bean counting and sponsorship, the group raised £504, spending £204 on educational and sensory toys including kinetic sand, Play-Doh, fidget spinners, a keyboard and crayons to help with motor skills, and leaving £300 to further Nissan's education in Nepal.

Ms Pariyar has now visited Nissan along with a suitcase filled with the toys, and is currently working on developing resources



The student fundraisers with toys and supplies for Nissan

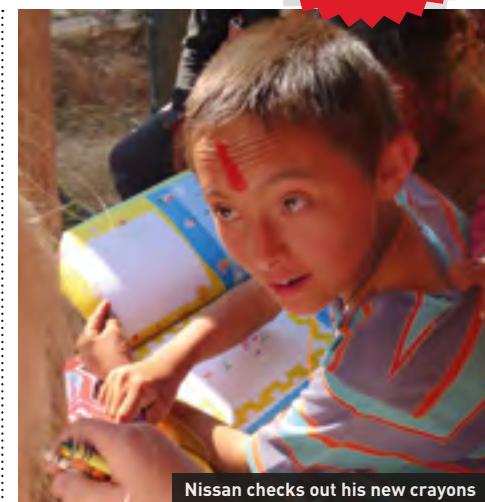
to further develop his communication skills, including making Makaton cards for him and his parents in Nepali.

"At the moment we're torn between spending the rest of the money on getting somebody in to work with him, or sending him away to boarding school and seeing how he gets on," she explained. "The money's on hold, but his parents know it's there and it's waiting for him. We want to make sure it doesn't get wasted and that the best possible thing does happen for him."

The group of student fundraisers are

receiving regular updates on how Nissan is getting on with his new toys, and members of the community get in touch via Facebook with updates.

"There's a girl in the village who lives next to him and has a mobile, so I'm able to chat with her," Ms Pariyar added. "Our students here in England love following Nissan's story and feel they have connected with someone on a compassionate level from another country, and gained a friend and an insight into how others with learning disabilities live and learn."



Nissan checks out his new crayons



Karenza Pariyar with Nissan in Nepal

**Do you want to be in Campus Round-up?**

If you have a story you'd like to see featured in campus round-up, get in touch by emailing [samantha.king@feweek.co.uk](mailto:samantha.king@feweek.co.uk)

**Mike Welsh**

Principal and CEO,  
East Riding College

Start date January 2018

**Previous job**

Deputy principal, College of North West London

**Interesting fact**

Mike is a keen organic gardener, has an allotment, and keeps bees and chickens. He enjoys cooking this produce for friends and family.

**Joy Kettle**

Principal and CEO,  
Waltham Forest College

Start date March 2018

**Previous job**

Vice-principal for curriculum and quality, Gloucestershire College

**Interesting fact**

Joy took up golf over a year ago, but says the squirrels still dive for cover when she's on the course.

**Sanjeev Ohri**

Chief officer for business  
development and Dudley College  
worldwide, Dudley College

Start date December 2017

**Previous job**

Vice-principal international and business development, Dudley College

**Interesting fact**

Sanjeev has an obsession with fashion, and has over 18 wardrobes housing 86 suits, and hundreds of ties, shirts and shoes.

**Chris Jones**

Interim CEO,  
Bradford College

Start date January 2018

**Previous job**

FE adviser, the Department for Education

**Interesting fact**

Chris is currently learning to juggle.

**Caireen Mitchell**

Principal and CEO, Croydon  
College

Start date April 2018

**Previous job**

Group director of planning and performance, Capital City Colleges Group

**Interesting fact**

Caireen is a cycling enthusiast (her mother has banned her from talking about it) and will compete in this year's Mallorca 312 event.

**Movers & Shakers**

...

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

# FE Week

## ANNUAL APPRENTICESHIP CONFERENCE AND EXHIBITION 2018

ICC, 21-23 MARCH 2018,  
BIRMINGHAM

On the back of the tremendous success of AAC 2015, 2016 and 2017, the fourth Annual Apprenticeship Conference and Exhibition is set to be our biggest event yet.

AAC 2018 is the calendar's one truly not-to-be-missed three-day policy and practice conference dedicated to apprenticeships.

### New for AAC 2018:

- Six specific one day route summits: Business and Administrative | Social Care, Childcare and Education | Sales, Marketing and Procurement | Engineering and Manufacturing | Construction | Digital
- Over 100 workshops across three days
- Free to attend exhibition and seminar sessions
- AAC Apprenticeship Awards and Gala Dinner

Early bird tickets available now. Save up to 25% (ends January 6). Group booking discounts available for bookings of 3 or more.

REGISTER TODAY AT [FEWEEKAAC.COM](http://FEWEEKAAC.COM)

#FEWEEKAAC18



HEADLINE SPONSOR



A City & Guilds Group Collaboration

CONFERENCE PARTNER



STRATEGIC PARTNER



HEADLINE SPONSOR



CREATING OPPORTUNITIES

For sponsorship & exhibition enquiries visit [feweeaac.com](http://feweeaac.com) or email [aac@feweeak.co.uk](mailto:aac@feweeak.co.uk). Early-bird exhibition prices available until end of October 2017.

### 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

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

Difficulty:  
**EASY**

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

Difficulty:  
**MEDIUM**

Solutions:  
Next edition

### Last Week's solutions

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

Difficulty:  
**EASY**

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

Difficulty:  
**MEDIUM**

### 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@feweeak.co.uk](mailto:news@feweeak.co.uk). Last Edition's winner: Catherine Storey