



Blackburn College Annual Report

2018 / 2019



Welcome from the Chair of the Corporation Board

Welcome to Blackburn College's Annual Report for 2018/19 and my first as Chair of Blackburn College's Corporation Board.

2018/19 has been an exciting time for Blackburn College with the appointment of Dr Fazal Dad as Principal and Chief Executive and significant changes to both the Corporation Board and the College's Leadership Team.

Student achievement increased in 2018/19 to the highest levels seen in 4 years. Dr Dad and his team continue to increase student achievement and their aim is clear – improving student results leading to enhanced job and life prospects for those in our region.

I am pleased that during the College's most recent Ofsted inspection, Inspectors were able to grade the College's Apprenticeship provision as 'Good', as well as Personal Development, Behaviour and Wellbeing. There is more to do, but these are firm foundations to build on in 2019/20.

There is no one type of student who chooses to enrol at Blackburn College. The College serves learners studying A-Levels with progression to University in mind, Higher Education students who have chosen to study locally to complete degree programmes, alongside learners joining College with little or no English on English for Speakers of Other Language (ESOL) programmes. This is a College which is open to the outside world and working with diverse communities to generate real social and economic benefits.

Above all, this is a College that is focussing on delivering a superb experience which enables students to reach their potential and their career aspirations.

I look forward to working further with Dr Fazal Dad in 2019/20 to begin the next exciting chapter of Blackburn College's story.

Lillian Croston
Chair of the Corporation Board



Welcome from the Principal and Chief Executive

This is my first year as Principal and Chief Executive of Blackburn College, having joined the College in January 2019.

The academic year 2018/19 has seen some important changes at Blackburn College – not least the significant improvement in student achievement which has seen overall College achievement rates increase by 3.8% between 2017/18 and 2018/19. Indeed, these represent the best results in 4 years. These improving results are just the start. We are not complacent and everyone at Blackburn College continues to strive to ensure further improvements in student performance in 2019/20.

Our students continue to progress to some of the UK's top Universities including Lancaster University, the University of Manchester, University of Edinburgh, University of Leeds and Durham University.

Meanwhile, students from our University Centre continue to gain graduate employment in a range of sectors – with students from 2018/19 gaining roles as diverse as a Counsellor with the NHS, graduate Engineers, Software Developers and more.

The College's Corporation Board has been updated and we are proud to welcome leaders with significant education and business experience to their new posts on our Board. Lillian Croston, former Principal at Westholme School has taken up the post of Chair of the Corporation Board, with Paul Levet, Former Assistant Corporate Director and Relationship Director with Barclays Bank, as Vice Chair of the Corporation Board. During 2018/19 a new Blackburn College Strategic Plan has been created which sets out our priorities for the next 3 years. Developed in conjunction with our external stakeholders, staff, students and the College's Corporation Board, the plan sets out the College's main aims, objectives and priorities as we transform the College into one of the UK's leading Further and Higher Education Colleges.

The next year promises to be full of significant positive development as we continue to play a critical role in enhancing the lives of thousands of students, our local community and a variety of businesses each year.

I hope you will enjoy reading about some of our successes from 2018/19.

Dr Fazal Dad
Principal and Chief Executive

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About Blackburn College

Blackburn College is the largest Further Education College in Pennine Lancashire and one of the largest providers of Higher Education for a college in England.

Since 1888, people from all over Lancashire and beyond have developed their skills, re-trained and moved to higher levels of study with Blackburn College's support.

Blackburn College is at the heart of the multi-racial community of Blackburn with Darwen and aims to provide social cohesion in an area of high deprivation. The College works with a range of local partnerships to contribute to the wider prosperity and regeneration of East Lancashire. The majority of students and apprentices are from the most economically deprived local areas. Around a third of students and apprentices are of minority ethnic heritage and almost two thirds of Further Education students enrol at the College without having achieved five GCSEs at grades 9 - 4 (A* - C), including English and mathematics. Blackburn with Darwen is a 'Prevent' priority area and 14% of the local population have no qualifications. Millions of pounds have been invested in our world-class, town centre campus which was developed collaboratively with employers and stakeholders to help future proof our curriculum and ensure our students are taught in industry-standard facilities.

We have successfully fostered excellent relationships with local and regional partners and employers. This results in a curriculum that meets local and regional needs and provides high quality work experience for students and apprentices. We deliver specialist, bespoke training as well as Apprenticeships, Traineeships and Professional Qualifications, all of which equip the workforce with job relevant skills that match the current employment market. Our University Centre also provides Higher Education to employers, including Foundation Degrees, Honours Degrees, Higher Level and Degree-Level Apprenticeships.

Our employer engagement supports employability through enhancements to curriculum development, mentoring placements, volunteering opportunities and industry specialist speakers.

The College is a founder member of HIVE – the Blackburn with Darwen Business Leaders' Network. HIVE has already become an integral part of the area's Local Strategic Partnership, which brings together leading figures from the private, public and third sectors and is Blackburn and Darwen's largest partnership body. The College has also been a key partner in the Blackburn Business Improvement District (BID) for the last five years, supporting many improvements, and is committed to the local 'Place' agenda.



Our Mission, Vision and Values

We aim to develop people through learning and achievement for the benefit of themselves, society and the economy. Our focus is on meeting national and regional education, skills and employability needs for individuals and employers in line with Government priorities.

Mission Statement

Transforming students' lives and our community, through outstanding education, training and support.

Vision Statement

Aspiring, innovating and achieving together, across our community.

Value Statements

Excellence

We strive for excellence to realise the potential of our learners.

Knowledge

We promote the value of learning in the developing of curious minds and the acquisition of knowledge.

Empowerment

We empower our learners to change their lives through education and training.

Equality

We promote equality and diversity.

Commitment

We are committed to our learners' education, training and support.

Respect

We treat everyone equally and with respect.



Best Results in 4 Years

2018/19 has seen significant improvement in student achievement which has seen overall College achievement rates increase by 3.8% between 2017/18 and 2018/19. Indeed, these represent the best results in 4 years.

At Subject Sector Area Level (Tier 2) the following areas all demonstrated significantly improved student results compared to 2017/18:



Improving Results – irrespective of age

Analysis of students' results by age demonstrates that 16-18 year old achievement increased by +3.6% between 2017/18 and 2018/19 and achievement of students aged 19+ increased by +4.6% in the same time frame.

Improving Results – irrespective of qualification type

By Qualification Type the following areas all demonstrated significantly improved student results compared to 2017/18.

Improving Results – irrespective of disability

Analysis of students' results by whether the student has a learning difficulty, disability or health problem demonstrates a +7.4% improvement in achievement for students with a difficulty or disability.

This has significantly narrowed the achievement gap between the two groups and now means that students with a difficulty or disability perform at similar levels to their peers without a disability or difficulty.

Diplomas

5.3%

increase in achievement

Access to Higher Education Diplomas

9.8%

increase in achievement

Basic Skills, Maths and English

14.3%

increase in achievement

GCSE Maths and English

3%

increase in achievement

Certificates

4.5%

increase in achievement



Meet our Further Education Stars



A-Levels

Leah Clare

Progressing to: Lancaster University to study Physics, Astrophysics and Cosmology

School: Witton Park Academy

Studied: A-Level Physics, Maths, Chemistry and Biology achieving A, A, A, B

"I chose to study at Blackburn College after hearing really positive reviews about the tutors. It also helped that Blackburn College is close to where I live."

"I have thoroughly enjoyed my course and the best part for me were the tutors. Not only were they great teachers and truly passionate about their subjects they also cared about student welfare to ensure that outside of the classroom I was happy."

"Some of the stand out moments for me in preparation for my future career was being able to meet Blackburn College Alumni who have gone on to achieve great things in their subject including studying for a PhD. This helped me to prepare myself for independent study when I go on to start a degree in Physics with Astrophysics and Cosmology at Lancaster University."

Lucy Bowles

Progressing to: University of Central Lancashire to study Law

School: St Bede's RC High School & Specialist Sports College

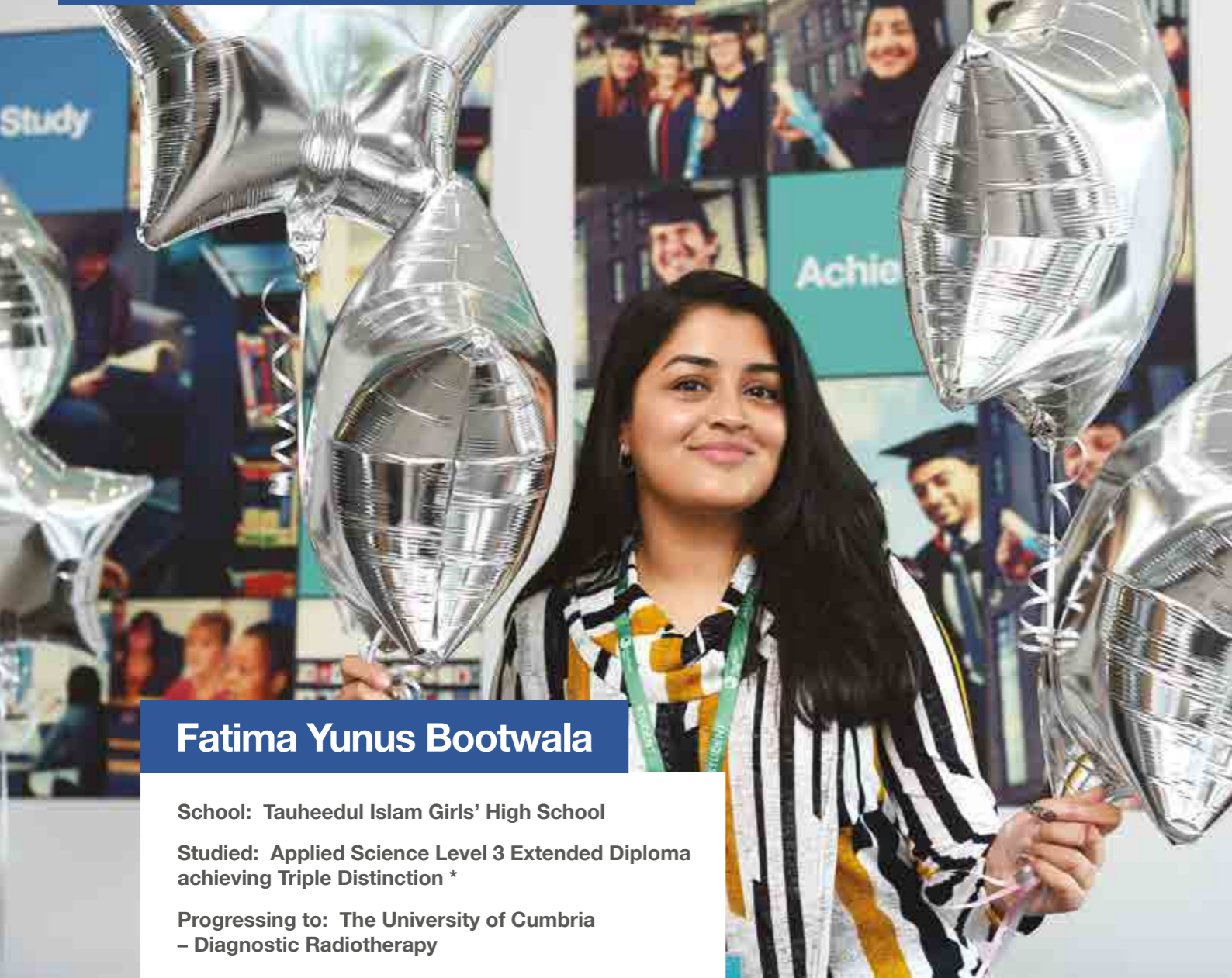
Studied: A-Levels - Law, Film and Media Studies achieving A*, A, B

"I decided to choose Blackburn College to complete my A-levels as the close proximity to home meant that I didn't need to worry about travel costs and being able to get to College and home. I am so glad that I chose to study at Blackburn College because I absolutely loved the classes in the subjects I chose. I particularly enjoyed studying Law as it is a subject which I had no prior studying experience of."

"During my course I completed a work placement at BBC Radio Lancashire which was very exciting. I feel that Blackburn College has helped to prepare me for my future career especially as I had the opportunity to attend guest lectures from Blackburn College alumni who have gone on to work as Lawyers."

"The tutors are really supportive and work very hard to make sure that you are up to date with your work. I am going to study for a Law degree at the University of Central Lancashire and plan on working in the field of Law in the future. I'm over the moon with my results!"

Technical/Vocational



Fatima Yunus Bootwala

School: Tauheedul Islam Girls' High School
Studied: Applied Science Level 3 Extended Diploma achieving Triple Distinction *
Progressing to: The University of Cumbria – Diagnostic Radiotherapy

"I decided to enrol at Blackburn College for a number of reasons, including the fact the College is so close to home and it is a friendly environment.

"I've really enjoyed that the tutors explain things so well and this has really improved my essay writing skills. My tutors are always available to help me and are very supportive.

"As a result of Blackburn College's partnership with the NHS, I was able to do a work placement at East Lancashire Hospitals NHS Trust – where I was able to see what the role of a Radiographer entails and how diverse it is. It was also great to learn about the values the NHS embodies.

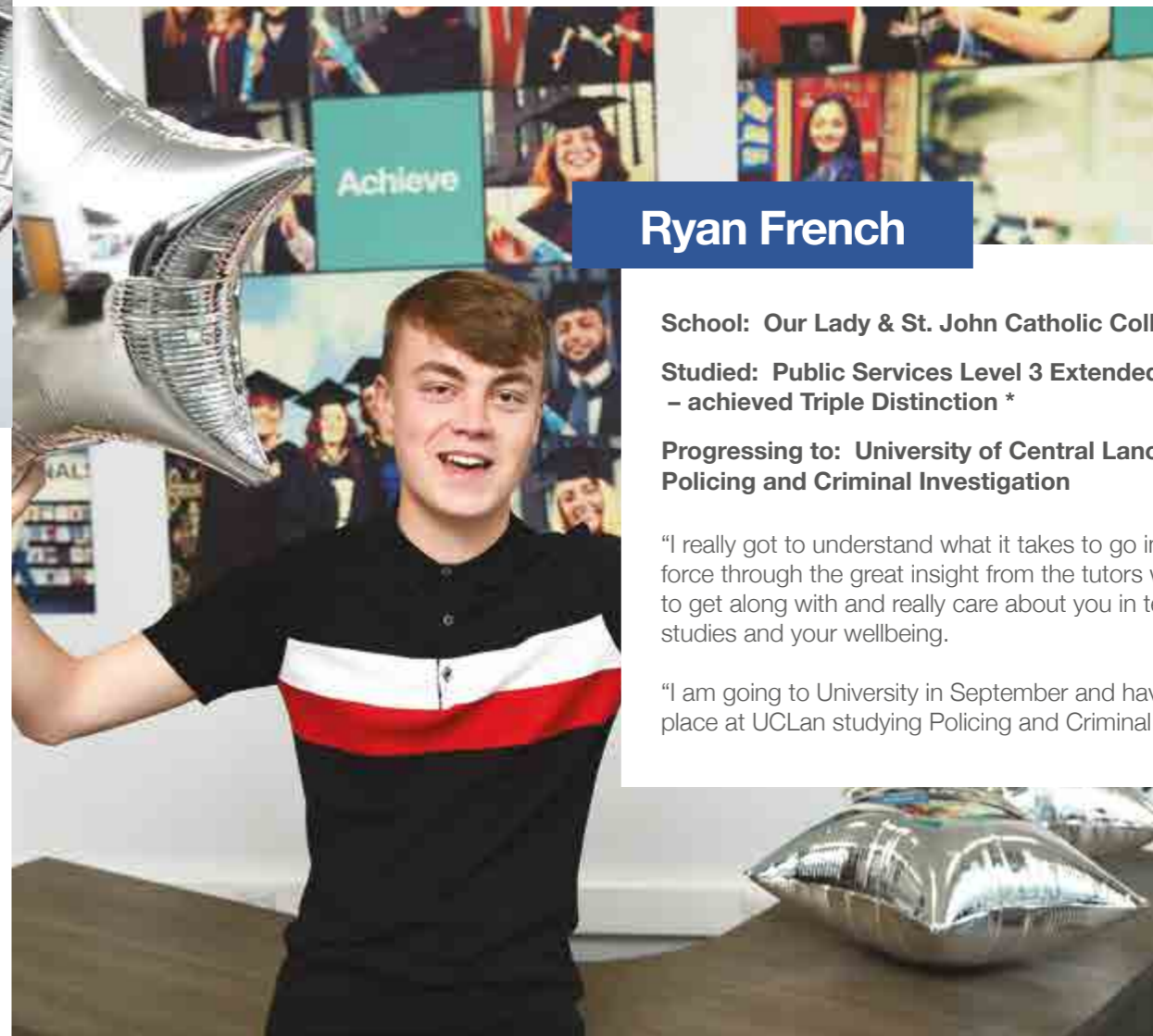
"I now plan on going to University to study Radiography and it was great to get an understanding of this career path through my work placement."

Blake Crompton

School: Pendle Vale College
Studied: Applied Science Level 3 Extended Diploma – achieved Triple Distinction *
Progressing to: The University of Manchester - Chemistry

"Out of all the colleges I looked at, I found Blackburn College to be the one that could provide me with the best support for my Autism.

"The course was challenging but I really strived and worked hard to get a great result which wouldn't have been possible without the expert support provided. I have been able to really improve my confidence and in turn I have become more independent. I have had lots of fun at Blackburn College and I'm now ready to study Chemistry at The University of Manchester."



Ryan French

School: Our Lady & St. John Catholic College
Studied: Public Services Level 3 Extended Diploma – achieved Triple Distinction *
Progressing to: University of Central Lancashire – Policing and Criminal Investigation

"I really got to understand what it takes to go into the Police force through the great insight from the tutors who were easy to get along with and really care about you in terms of your studies and your wellbeing.

"I am going to University in September and have secured a place at UCLan studying Policing and Criminal Investigation."



Improved Higher Education results

Full programme completion rates (the percentage of students who have completed their programme of study from a Foundation Entry year or Level 4 to the end of their programme), have increased by 8% between 2017/18 and 2019/20.

Ian McManus

Studied: BSc (Hons) Computing Top Up

Achieved: First-Class Honours

Now: Software Developer at Polar Moment

"The great thing about the University Centre at Blackburn College is how well they prepare you for your career. From work placements to presentations to interview skills – there's a ton of life skills you pick up. Before I started I was a bit shy, so my time studying for a degree definitely helped."

"I've now got secured a graduate role as a Software Developer at software development company Polar Moment and I've moved to London as a result. When I found out I had achieved First-Class Honours, I uploaded my CV to a recruitment website and I had the graduate role in less than a week. I couldn't believe it!"



Thomas Williams

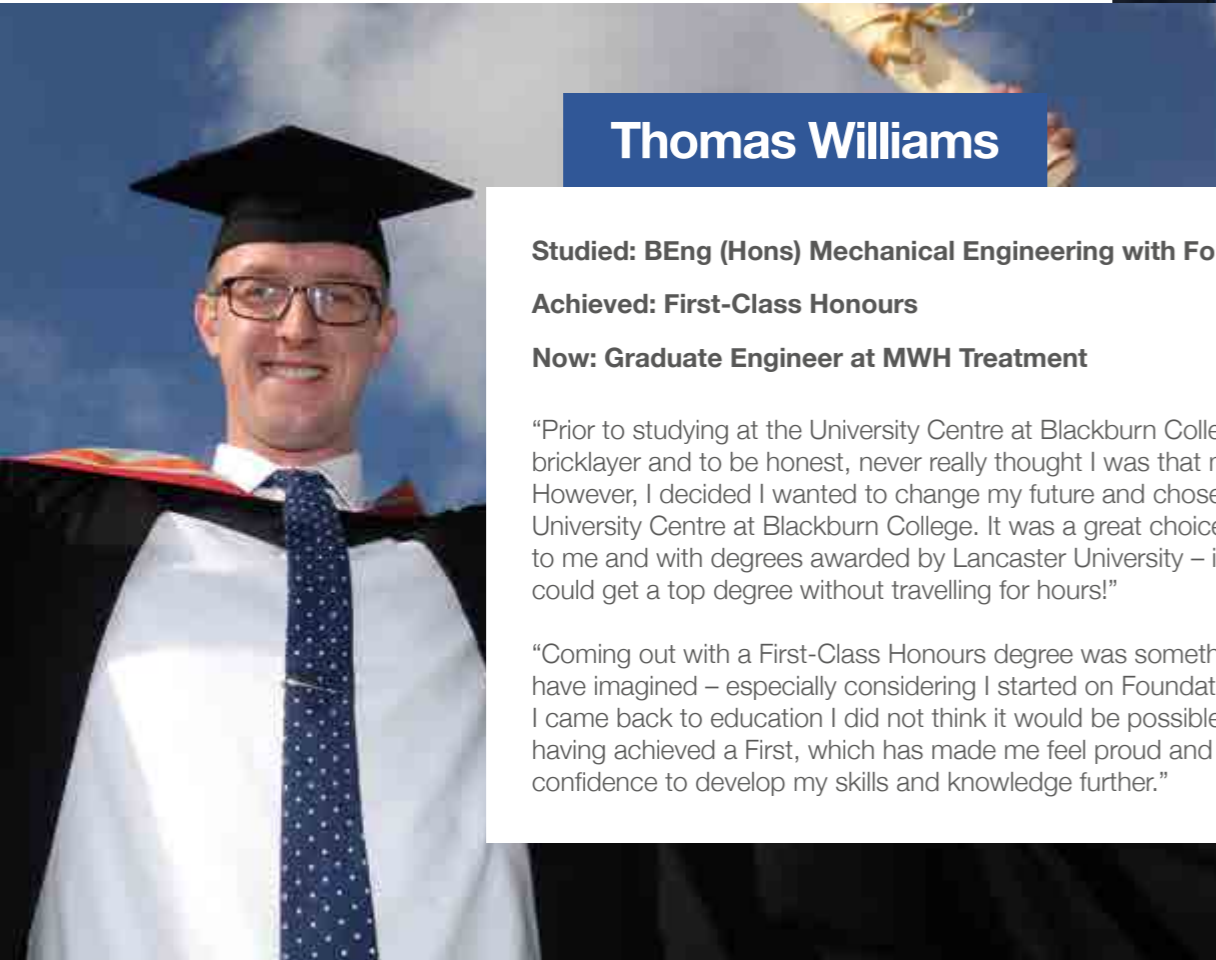
Studied: BEng (Hons) Mechanical Engineering with Foundation Entry

Achieved: First-Class Honours

Now: Graduate Engineer at MWH Treatment

"Prior to studying at the University Centre at Blackburn College I was working as a bricklayer and to be honest, never really thought I was that much of an academic. However, I decided I wanted to change my future and chose to study at the University Centre at Blackburn College. It was a great choice because it was local to me and with degrees awarded by Lancaster University – in the UK Top 10, I could get a top degree without travelling for hours!"

"Coming out with a First-Class Honours degree was something I could never have imagined – especially considering I started on Foundation Entry. When I came back to education I did not think it would be possible, but here I am having achieved a First, which has made me feel proud and it has given me the confidence to develop my skills and knowledge further."



Katie Rigby

Studied: BA (Hons) Counselling

Achieved: First-Class Honours

Now: Trainee Psychological Wellbeing Practitioner with the NHS

"The tutors at the University Centre at Blackburn College are brilliant and I always felt like I could contact them at any time. They always went above and beyond and were really approachable. The tutors really got to know you as a person and really cared for you as an individual – which was so important."

"Now that I've finished and achieved a First-Class Honours degree from Lancaster University, I was able to gain employment with the NHS as a Trainee Psychological Wellbeing Practitioner. Amazingly, they're even paying for me to complete a Level 7 postgraduate qualification."



Uzair Iqbal

Studied: BA (Hons) Accounting

Achieved: First-Class Honours

Now: Graduate Analyst at Equiniti – a FTSE 250 company

"The support here is amazing. From revision through to all kinds of learning opportunities, I was given the time and space to identify a style of learning that worked for me and it made studying here really enjoyable. There is plenty of support at the University Centre at Blackburn College including emotional and financial support, which was always good to know and while I didn't need it, it was comforting to know I could get help if I ever needed it."

"I feel really happy that I got a First-Class Honours degree and I am delighted with the result! I would never have thought it possible but it just goes to show that with great support and hard work you can achieve anything at the University Centre at Blackburn College."



Lydia McCaig

Studied: BA (Hons) Fine Art

Achieved: First-Class Honours

Now: Artist in Residence at Blackburn Museum & Art Gallery

"Paid graduate employment is the icing on the cake for what has been a fantastic three years at the University Centre at Blackburn College and I'm really proud I achieved a First-Class Honours degree."

"Thanks to the University Centre at Blackburn College, I've rubbed shoulders with the Chief Executive of Arts Council England Darren Henley OBE, been involved in lucrative paid commissions and travelled to far-flung destinations to see art on the international stage. My tutors were truly exceptional and I cannot recommend the University Centre at Blackburn College enough."



At the Heart of the Local Community



College and NHS Collaborate to Tackle Local Unemployment

Over 15 students from across East Lancashire successfully graduated from a programme designed to support unemployed people to progress into a career within East Lancashire Hospitals NHS Trust (ELHT).

The Step into ELHT programme was a collaboration between Blackburn College, East Lancashire Hospitals NHS Trust and the Department for Work and Pensions (DWP).

The programme offered candidates the opportunity to gain a Level 1 Skills for Working in the Health, Adult Care and Child Care Sectors qualification – taught via a 3-week classroom programme at Blackburn College.



College Supports Successful National Festival of Making

Blackburn College remained an integral part of the National Festival of Making for the third consecutive year.

Spread across various locations throughout the town, Blackburn College hosted a wide range of activities for members of the public to get involved in.

Highlights included a bricklaying masterclass, an activity where you could make your own lip balm, stalls featuring student-made merchandise and an entire marquee dedicated to creative arts and digital activities.



College Becomes NCS Champion Thanks to Community Trust Partnership

The National Citizen Service (NCS) awarded 'Champion' status and the gold award to Blackburn College.

The award was given thanks to Blackburn College's commitment to working alongside NCS and Blackburn Rovers Community Trust to build awareness of their work.

The award also recognised Blackburn College as having exceeded expectations in promoting the programme and recruiting students to take part.



College Sponsors Community Awards Evening

Volunteers and community workers were honoured at the One Voice Community Champion Awards. The awards were held as part of the One Voice Annual Dinner at the Windsor Suite, King George's Hall.

The One Voice Annual Dinner was sponsored and supported by Blackburn College and saw some of the best work in the community celebrated with ten awards presented on the evening.

Blackburn College Principal and Chief Executive Dr Fazal Dad was in attendance to present the College-sponsored award for Young Person of the Year to Nathan Pugh.



Barbering Students Hold Cutting Edge Community Drive

Students from Blackburn College organised and hosted a free hairdressing event in support of the South Ribbles LGBT community.

The event saw over 10 aspiring barbers provide free haircuts to members of the LGBT community currently engaged with a Lancashire County Council (LCC) service.

Spearheaded by student Thomas Mayfield, The Zone in Leyland was transformed into a makeshift barber shop for the evening. Thomas was keen to use his skills as an aspiring barber to benefit the local community, leveraging local industry contacts to sponsor the event.

Making Headlines on the National Sporting Stage



Students Commemorate Black History Month Through African Dance

To commemorate Black History Month, Blackburn College students were treated to an African dance masterclass, courtesy of Phil Kaila from Salsa North West.

Students from Sport, Health and Social Care, Public Services and A-Level Business curriculum areas were treated to an hour-long dance session, where they learnt a variety of dance moves of African origin.

Phil Kaila is a former World Salsa Federation Champion who competed all over the world for almost 20 years. Phil credits his Zambian and South African origins for adding an extra dimension to his dancing.



Drew Qualifies for Lancashire Rugby Team

Blackburn College student Drew Stephenson achieved one of his personal and professional goals – qualifying for the Lancashire Under 20s Rugby Team.

Sports student Drew, who previously played for the Lancashire Under 18s Rugby Team, had also previously been selected for the England Under 18s trials and is on track to achieving his career dreams of playing professional Rugby.



Blackburn College Takes Home AOC Cricket Regional Crown

Blackburn College hosted the Association of Colleges Sport Regional Cricket Tournament, which saw five teams compete for a chance to represent the North West in the national competition.

Blackburn College faced fierce competition from four other colleges, including Bolton Sixth Form, Holy Cross College, Furness College and Blackburn Rovers Community Trust; finishing first in the competition and earning the opportunity to represent the North West in the next stage of the competition.



Blackburn College Captures Bronze at National Cricket Tournament

Blackburn College's cricket team placed third at the Association of Colleges (AoC) Sport National Championships.

Blackburn College beat both Middlesbrough College and Peter Symonds College in a dramatic bowl out, where three players from each team had one bowl each to hit the other teams' wickets. By hitting 2 out of 3 wickets, Blackburn College secured the victory; capturing bronze in the process.

The AoC Sport National Championships is the largest annual student sporting event in the UK, with nearly 1,800 participants.



PAN Ability Football Team Finish First in FA Enrichment League

Blackburn College's PAN Ability Football Team came out on top at the first of two tournaments held by the Lancashire FA College Enrichment League.

PAN Ability Football is a national scheme to create opportunities for learners with varying levels of ability and impairments, helping them to enjoy team sports and compete within a competitive environment.

This achievement rounded out a successful year for Blackburn College's PAN Ability Football Team, following an impressive debut.

Excellence in Safeguarding, Wellbeing and Diversity



College to Adopt National Mental Health and Wellbeing Charter

Blackburn College confirmed its commitment to students and staff by signing up to a brand new national mental health and wellbeing charter - created by the Association of Colleges in conjunction with mental health experts.

The 11-point document includes commitments to: promoting equality of opportunity and challenging mental health stigma; providing appropriate mental health training for staff and providing targeted individual mental health support.

The Mental Health and Wellbeing Charter requires colleges to have a wellbeing and mental health policy with a clear implementation action plan which is monitored and reviewed regularly.



College Recognised for Outstanding Contribution to Men's Mental Health

Blackburn College was recognised by Lancashire Mind for their 'Outstanding Contribution to Men's Mental Health'.

Blackburn College received the award for their hard work and involvement with the 'Facing Up' project – a project aimed at empowering young men by giving them the time and tools to approach mental health problems positively by speaking out and facing up to challenges rather than keeping quiet.

Approximately 150 young men engaged with the project over 3 years at Blackburn College and - in recognition of their support in tackling this agenda, Blackburn College featured in the national Mind Charity Annual Report showcasing their work.



College Becomes First in North West to Be Recognised for Investing in Children

Blackburn College became the first College in the North West to receive an Investing in Children Award, which recognises and celebrates imaginative and inclusive practice linked to Student Voice, engagement and student participation.

In applying for the award Blackburn College had to demonstrate dialogue with young people which leads to change. However, College students had to provide the evidence in order for Blackburn College to achieve the coveted award.

Investing in Children (IiC) is a UK initiative that promotes the human rights of children and young people.



College Spearheads New Training Programme to Create Diverse Workforces

Blackburn College delivered a new programme designed to give Lancashire's employers access to skills, training and resources that will enable them to develop harmonious and diverse workforces.

Delivered by Blackburn College's own Human Resources and Organisational Development team, the training programme helped provide delegates with tactics they can employ in their own businesses to support the creation of a diverse workforce.

Delegates taking part in the programme came from a varied set of businesses across Lancashire including: PM+M Accountants, East Lancashire Hospitals NHS Trust, Blackburn with Darwen Carers, Herbert Parkinson, Forbes Solicitors and Together Housing.

Income and Expenditure Summary

Year ended 31st July 2019

Income by Type

	£'000s
Funding Body Grants Further Education	16,643
Funding Body Grants Higher Education	812
Tuition Fees & Education Contracts Further Education	732
Apprenticeships	1,742
Tuition Fees & Education Contracts Higher Education	12,400
Research Grants & Contracts	762
Commercial Income	1,330
International Income	10
Capital Grant Releases	1,032
Other Income	1,837
Total Income	37,300

Expenditure by Type

	£'000s
Staff Costs	26,095
Other Operating Expenses	8,066
Depreciation	3,319
Interest & Other Finance Costs	1,083
Total Income	38,563

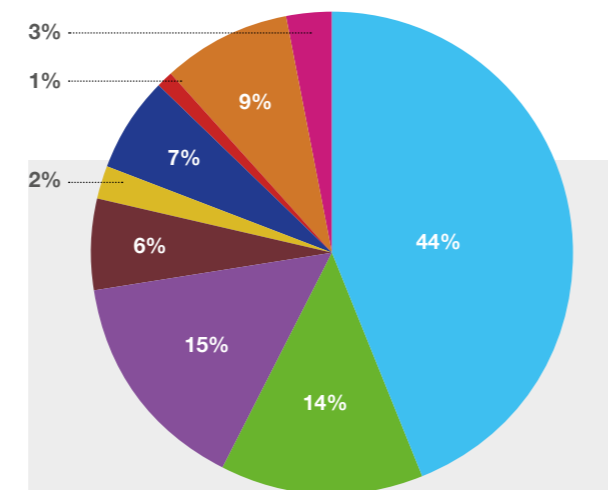
Capital Investment

During the year we spent a further £516,000 on capital investments to support the improvement of resources and buildings for our students.

What we spent our money on in 2018/19

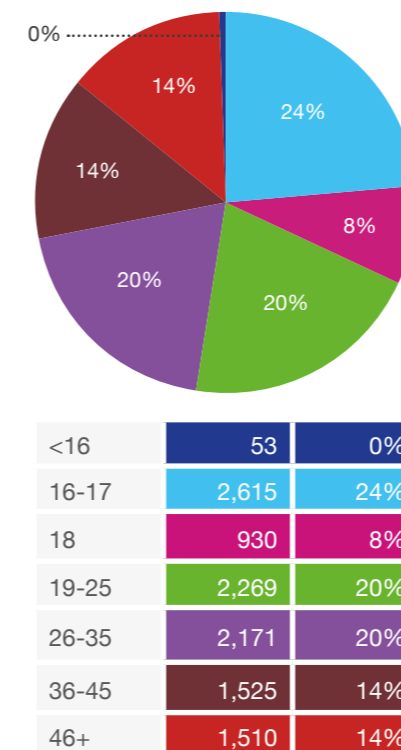
	£'000s
Teaching Departments	16,959
Teaching Support Services	5,222
Administration & Central Services	5,883
Pensions & Restructures	2,314
Examination Fees	837
Building Maintenance & Utilities	2,522
Catering	424
Depreciation	3,319
Interest & Other Finance Costs	1,083
Total	38,503

What we spent our money on in 2018/19 as a percentage



- Teaching Departments
- Teaching Support Services
- Administration & Central Services
- Pensions & Restructures
- Examination Fees
- Building Maintenance & Utilities
- Catering & Residences
- Depreciation
- Interest & other Finance Costs

Student Population by Age



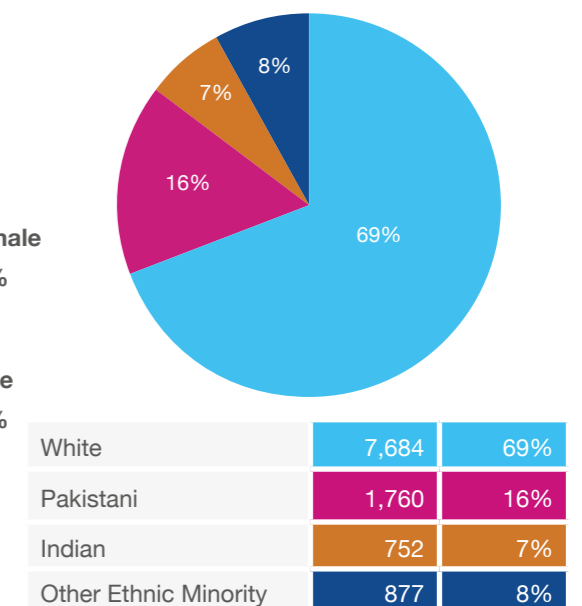
Gender



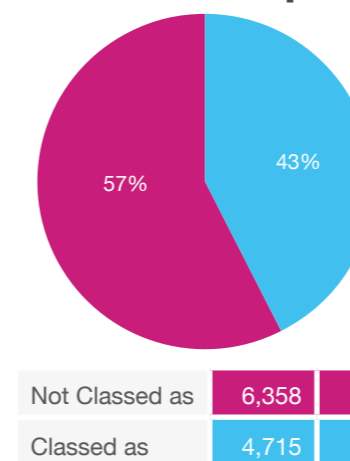
Female
54%

Male
46%

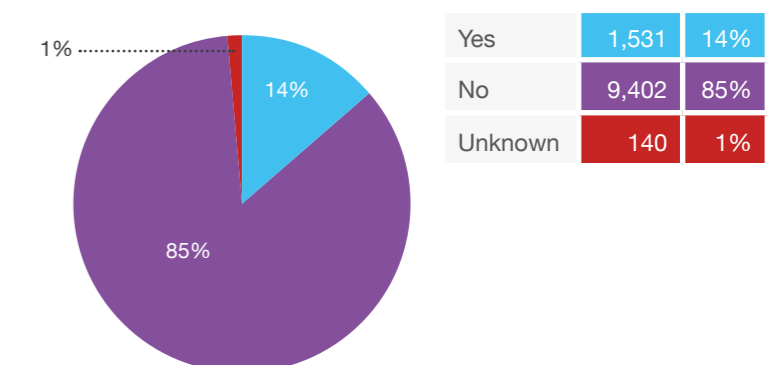
Student Population by Ethnicity



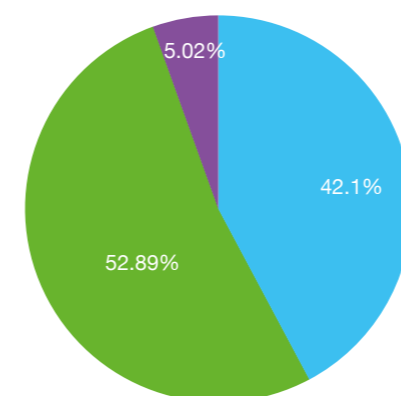
Students from Postcodes classed as Deprived



Learning Difficulty/Disability



Staff 809 individuals, employed by the College in 2018/19



By Area

Academic	42.1%
Business Support	52.89%
Management	5.02%

Gender



Female
64%

Male
36%

Corporation Board

Corporation Board Member	Committee Membership
Phil Watson CBE - Chair of the Corporation Board	Chair of Governance Panel, Chair of Remuneration
Garth Hodgkinson - Vice Chair of the Corporation Board	Policy and Resources, Governance Panel, Remuneration
Dr Thomas Moore - Principal and Chief Executive until the 30th September 2018	Policy and Resources, Standards, Quality and Student Experience, Governance Panel
Graham Towse - Interim Principal and Chief Executive from 1st October 2018 to 21st December 2018	Policy and Resources, Standards, Quality and Student Experience, Governance Panel
Dr Fazal Dad - Principal and Chief Executive from the 1st January 2019	Policy and Resources, Standards, Quality and Student Experience, Governance Panel
Mark Allanson - Member of the Corporation Board	Chair of Standards, Quality and Student Experience, Governance Panel
Mike Cheston - Member of the Corporation Board to the 8th November 2018	Chair of Audit
Lillian Croston - Member of the Corporation Board	Standards, Quality and Student Experience / L&Q
Will Doherty - Academic Staff Governor to the 9th May 2019	Standards, Quality and Student Experience
Geoff Disley - Academic Staff Governor from the 5th July 2019	Learning and Quality Committee
Shaheen Gul - Member of the Corporation Board	Standards, Quality and Student Experience
Chris Johnson - Member of the Corporation Board	Chair of Audit from the 5th March 2019
Amina Khan - SU President from the 15th March 2019	SQSE / L&Q
Michael Lee - Business Support Staff Governor	Policy and Resources
Paul Levet - Member of the Corporation Board	Chair of Policy and Resources, Governance Panel, Remuneration
Kathryn Lord - Member of the Corporation Board	Policy and Resources
Denise Park - Member of the Corporation Board to the 5th July 2019	Policy and Resources
Aiden Pilling - SU President from the 6th August 2018 to the 1st March 2019	SQSE / L&Q
Roger Spensley - Member of the Corporation Board	Policy and Resources, Remuneration
Leslie Stove - Member of the Corporation Board	Standards, Quality and Student Experience
Eugene Sullivan - Member of the Corporation Board from the 9th November 2018 to the 5th July 2019	Chair of Audit
Eshah Tirmizi - FE Student Governor from the 9th November 2018	Audit
Steve Waggot - Member of the Corporation Board from the 9th November 2018	Policy and Resources
Professor Mike Wright - Member of the Corporation Board	Standards, Quality and Student Experience



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Associate College of Lancaster University

