



ACCOUNTABILITY STATEMENT 2025/26

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The plan will be published on the College's website within three months of the start of the new academic year and can be accessed using the following link:
<https://leicestercollege.ac.uk/about/corporate-information/>

PURPOSE

OUR MISSION, STRATEGIC AIMS AND OBJECTIVES

The College's mission is:

Developing skills, supporting businesses, engaging communities, changing lives

Our core values which run throughout all our work are:

- **Respect**
- **Inclusion**
- **Sustainability**
- **Equality**
- **Excellence**

The College's strategic objectives 2025/26, as set out in the College's [Strategic Plan](#) and supporting strategies and operating plans, are:

1. Deliver an ambitious, technically focused curriculum that equips individuals and employers with valuable skills, knowledge and behaviours needed for the success of the local economy.
2. Raise standards of teaching, learning and assessment to ensure students and apprentices achieve rapid and better than expected progress and achieve positive destinations.
3. Develop students' and apprentices' personal social development, building confidence and resilience and enabling them to be responsible, respectful, active citizens.
4. Work with local, regional and national partners to foster innovative developments in sustainability, EDI and other priority areas.
5. Establish a sound financial base that enables annual reinvestment in students, staff and the estate.
6. Attract, develop and retain high performing staff who contribute positively to the College as a learning community.
7. Provide first-class facilities and an advanced IT infrastructure that support excellent teaching and learning and efficient and innovative business operation.
8. Demonstrate exemplary leadership and strategic insight to strengthen and position the College for the future.

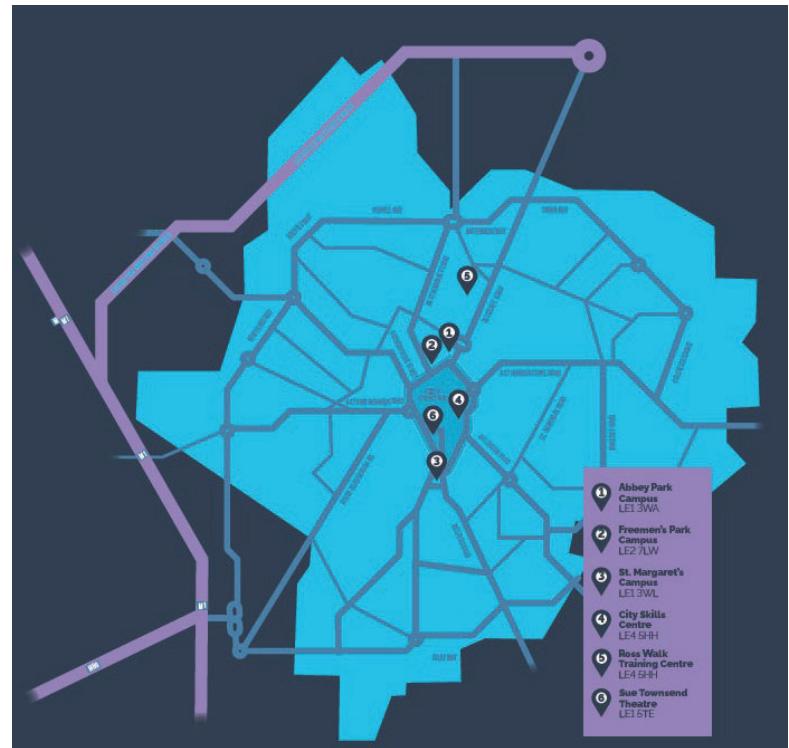
The College's Strategic Plan 2022-2025 was developed in consultation with key stakeholders and included a [review of the curriculum](#). We have ensured that the aims and objectives in this accountability statement align with our Strategic Plan. Although the Strategic Plan was due to be revised for 2025/26 onwards, in view of the new government, national policy change and also the College's own internal interim leadership arrangements, the Board decided that the current plan would be rolled forward for one more year with the existing objectives and KPIs still in place for 2025/26.

CONTEXT AND PLACE

Leicester College was formed in 1999 from the merger of two colleges. It operates from three main sites, four satellite sites and in community venues across the City of Leicester.

The College attracts 60% of its students from the City with 40% coming from the wider County area and further afield. The range of its offer, much of which is not offered by other institutions, means that students will travel to Leicester College to benefit from the expert technical training and specialist facilities that the College provides.

Over 50% of our student population is from a minority ethnic group and over 100 nationalities are represented in the student body. We value diversity and recognise that people bring different perspectives, ideas, knowledge and culture. This difference brings strength and energy to the College.



Leicester city has a population of 368,800 and is the 19th most deprived local authority in England, with a 59% ethnic minority population; 71% of school pupils are from non-White British backgrounds. 41% of Leicester residents were born outside the UK, one of the highest proportions outside London and 30% of the population has a language other than English as their main language. We are privileged to be serving a city with such a diverse population.

Leicester has very specific education and training needs for both adults and young people and experiences pockets of serious economic as well as educational deprivation and inequality.

There are still high numbers of young people who perform poorly up to Key Stage 2 and achievement in Leicester remains below the national average. GCSE English and maths results in the city are 3% below the national figures and 16 to 18-year-olds are below average for the achievement of level 3 academic and vocational qualifications. 2021 census data reveals that 27% of the post-16 population do not have a GCSE or equivalent qualification. This means that many young people come to further education, and specifically to Leicester College, with significant educational gaps. 68% of young people who enrolled with Leicester College in 2024/25 had not achieved GCSE English and/or Maths. Nevertheless, many flourish in vocational and technical fields and go on to perform highly in a further education setting, progressing to further study or employment and making highly successful career paths.

The 2021 Census also showed that over a quarter (26.7%) of Leicester's adult population, 78,000 people, have no qualifications. 21% of households are workless compared to 14% nationally. We continue to be the largest provider of adult provision in the City delivering over 40% of all adult courses. As such, we have an important role in enabling adults to develop the skills they need to enter or progress in the workforce and develop both career and personal aspirations.

Data from January 2024 shows that in the City, 5.6% of the 16-17 year old population is not in education, employment or training (NEET), that amounts to approximately 560 young people. This is a significant cohort of young people who need additional support and encouragement through dedicated provision to re-engage with education in order to improve their life chances.

There is also a thriving and growing local entrepreneurial base. There are over 40,000 businesses in the wider Leicestershire area, 13,000 of which are based in Leicester, including a significant proportion of small and medium sized enterprises; 89% businesses employ 9 or fewer staff and only 1.8% businesses employ more than 50 people. There is also a strong public sector which includes some of the largest employers in the City.

Leicester and Leicestershire has traditionally had a strong manufacturing base, including a significant textiles industry. 14% of the Leicester and Leicestershire workforce is employed in the manufacturing sector compared to 9% nationally. In contrast, 13% of employees work in banking, finance and insurance compared to 18% nationally. This difference is also reflected in a higher proportion of people working in process and machine operations and in elementary occupations compared to nationally and fewer in professional occupations. The average income in local workplaces is approximately £70 a week less than national levels.

Significant inward investment in local and national priority sectors including in the engineering, logistics and space/aeronautical industries is introducing new employment opportunities to the local area.

APPROACH TO DEVELOPING THE ACCOUNTABILITY STATEMENT

The College has a range of stakeholders, all of whom have an important role to play in helping us plan, create and deliver high quality education and training. These stakeholders include:

- Students
- Apprentices
- Prospective students/apprentices
- Parents/carers
- Staff
- Employers/businesses and business groups including the Leicester and Leicestershire Business and Skills Board

- Other partners (colleges, schools, universities, other local organisations)
- Local community
- Funders
- Other statutory bodies.

The various ways in which the College engages with stakeholders to plan, develop and deliver education training and support are set out in a Stakeholder Engagement Framework and Stakeholder Engagement Strategy.

The College works collaboratively with other local providers and partners in the city and wider county area, notably through formal and informal local networks, including the Local Skills Accountability Board, CEIAG, the Social Care Academy, and through projects such as the Skills Development Fund and the Local Skills Improvement Funds, which have resulted in the development of programmes to upskill technicians in the motor engineering sector in electric/hybrid vehicle, high voltage battery testing and component testing. Other new programmes to meet regional need emerging from these collaborative projects include decarbonising transport programmes, green leadership skills, digital upskilling and an employer skills training hub.

The College has a close relationship with local universities. It is an associate college of De Montfort University and also works with the University of Leicester particularly around engineering. In addition, the College is engaged with universities and schools in the Pathways project to promote participation in higher education from non-traditional participants.

The schools in Leicester are predominantly 11-16. While there are three sixth form colleges, and five schools offering post-16 provision, their offer is in the main academic or different from the College's technical and vocational offer. The College therefore has an important role in working with schools to ensure that young people are well informed about the full range of options post-16 and particularly the technical and vocational routes, and the employment and career opportunities that are open to them.

CONTRIBUTION TO NATIONAL, REGIONAL AND LOCAL PRIORITIES

Leicester College is the largest FE college in Leicestershire and our Strategic Plan sets out a wider range of longer-term goals and objectives. These include goals and objectives related to the College's commitment to being an anti-racist organisation and its commitment to equality, diversity and inclusion, and to promoting sustainability.

In developing the aims and objectives in this Accountability Statement, the College has carefully considered national, regional and local priorities, particularly where these directly align.

Leicester and Leicestershire Enterprise Partnership's Local Skills Report¹ identified some of the main skills issues and needs locally, many of which the College is well placed to

¹ https://llep.org.uk/app/uploads/2021/04/LLEP-Local-Skills-Report_v2.pdf

support. There will be a need for high level technical skills, for example in STEM and digital and also skills which are relatively new in sectors such as low carbon. There is also a need to reskill existing workers to meet areas of demand, for example health and care roles or logistics, and raise skills levels across the area, reducing the number of residents with no qualifications.

The Local Skills Improvement Plan (LSIP)² for Leicester and Leicestershire has also reviewed the knowledge, skills and behaviours required to meet employers' growth aspirations, focussing initially on the manufacturing, logistics and sport and health sectors. This information is now available for all sectors through an online data resource. The LSIP also makes a series of recommendations designed to support the development of candidates better prepared with the knowledge, skills and behaviours to meet the needs of employers, and for the Leicester and Leicestershire skills system as a whole to better meet the workforce development needs of businesses.

The College can make an important contribution to the implementation and of these recommendations and to the impact on the skills of the local workforce. For 2025/26, it is entering into strategic partnership with the East Midlands Chamber of Commerce which is intended to enable the College to be at the forefront of the East Midlands business community, helping to influence its future and development. This will also provide collaborative opportunities to engage local and regional businesses with the College through physical events held at the College, networking and consultation, all of which will be crucial as the College develops its new strategic plan.

LOCAL NEEDS DUTY

During 2021/22, as part of the development of its new Strategic Plan, the College undertook a review of its curriculum offer, developing separate strategies for the 2022-2025 period for education programmes for young people (EPYP), adult programmes, HE and Apprenticeships. These included a review of the local labour market information and the identification of areas of market share, areas for growth and how the offer contributed to local priorities identified by the Leicestershire Local Enterprise Partnership (LLEP) and the Local Skills Improvement Plan (LSIP).

The review found that the College's offer makes an important contribution to meeting local need and makes provision in all areas identified as local and national skills priorities. It identified that over a quarter of Leicester's adult population have no qualifications and highlighted the importance of an adult skills offer to the local area. It also identified that there were opportunities to develop the offer further focussing on career-led pathways to meet the need for higher level technical skills, for example in STEM and digital, and also skills which are relatively new in sectors such as low carbon. There is also a need to reskill existing workers to meet areas of demand, for example health and care roles or logistics. These areas have been addressed through collaborative projects through the SDF and LSIF and continue to be areas of focus for annual curriculum development including

² <https://www.insight-unlocked.co.uk/leicester-and-leicestershire/pdfs/leicester-and-leicestershire-lsip-report.pdf>

through the introduction of T levels, of which the College is one of the largest providers nationally, and higher level technical qualifications.

The College continues to work in close collaboration with the DWP, to devise and deliver a range of ESOL (English for Speakers of Other Languages) programmes, to equip claimants with the language skills needed to access employment opportunities.

Since August 2024, the College, in conjunction with the DWP, has delivered a range of ESOL, Maths and Manufacturing programmes for the recently arrived Afghan families, staying at a military base in Leicestershire.

The College's Employability programme area has designed two new Well-being programmes, which are aligned to the latest government welfare reforms to help sick and disabled people who have the potential to work, into jobs. These programmes will be offered to the DWP-referred claimants and will be available to other students who may wish to improve their health and well-being

By working with local schools, Leicester College provides places for SEND students in Hospitality, recruiting students onto an enhanced curriculum over three years which develops independence and interpersonal skills alongside chef, bakery and Front of House skills. This widens participation and renders students employable who may otherwise have become workless. Although numbers are relatively small, the longer term impact for these students and their families is significant.

As part of the development of the next strategic plan, and taking into account local changes in respect of devolution, local authority structures, and college mergers, the College is currently undertaking a three-year curriculum review, focusing on priority sectors with sector specific strategies being developed to inform the review and the development of the new strategic plan.

CONTRIBUTION TO NATIONAL, REGIONAL AND LOCAL PRIORITIES

The College currently makes a significant contribution to addressing national and local skills priorities.

Sector Area	Local Priority	National priority
Advanced manufacturing	✓	✓
Space/Aeronautical	✓	✓
Logistics	✓	
Creative industries	✓	✓
Care	✓	
Defence		✓
Digital and technologies	✓	✓
Financial services		✓

Sector Area	Local Priority	National priority
Life sciences/Biotech	✓	✓
Professional and business services		✓
Clean energy industries	✓	✓
Construction	✓	✓
Sport and Health	✓	✓
English and Maths	✓	✓
ESOL	✓	✓
Green Economy	✓	

Sector Area	16-19 (*inc T levels)	Apprenticeship	Adult, employability, SWAPs, Free courses for jobs, Bootcamps (**to be developed)	HE/HTQs/HLAs
Advanced manufacturing	✓*	✓	✓	✓
Care	✓*		✓**	✓
Clean energy industries	✓		✓	✓
Construction	✓*	✓	✓	✓
Creative industries	✓	✓	✓	✓
Defence				
Digital and technologies	✓*		✓	✓
ESOL	✓		✓	
English and Maths	✓		✓	
Financial services	✓*		✓	
Green Economy	✓		✓	✓
Life sciences/Biotech	✓*		✓	
Logistics				
Professional and business services	✓*	✓	✓	✓
Space/Aeronautical	✓			✓
Sport and Health	✓*	✓	✓	✓

For the logistics sector, where the College does not deliver provision, other colleges have a strong offer which meets local needs.

Areas for development including growth areas and new provision to address gaps and meet skills priorities are set out below.

AIMS AND TARGETS 2025/26

College Objective Ref.	Aim for 2025/26	Target	Baseline 2024/25	By end 2025/26	Timeline
2, 3	1. Increase the number of students on Study Programmes gaining core transferable and personal skills and progressing to positive destinations	Deliver high numbers of enrolments on English and maths qualifications for 16-18 year olds	3,585	3,600 enrolments	By July 2026
1, 7	2. Expand the College's T level and apprenticeship offer to further address local and national priority sector needs	790 students complete T level programmes.	640 students	790 students	By July 2026
		Introduce new T level routes to address local and national priorities.	21	24	By July 2026
		Offer new Apprenticeships in priority sectors	-	3 new standards	By July 2026
1, 4	3. Facilitate better engagement with employers and involvement in the development of the curriculum through a Strategic Partnership with the East Midlands Chamber and collaboration with the Leicester and Leicestershire Business and Skills Board, developing sector specific strategies for priority sectors.	Map career pathways and share with students, schools and employers to promote understanding and engagement in key sectors including for underrepresented groups.	4	10	By December 2025
		Identify how the College will address employment needs for the next three years through sector specific strategies.	1	10	January-July 2026
1, 2	4. Use ASF funding including Tailored Learning to support more people from Leicester and Leicestershire into employment or progression to further learning.	Increase enrolments onto Adult Skills Fund programmes to enable more adults to participate in education and training.	9,000 enrolments	9,295 enrolments	By July 2026
		Use the full Tailored Learning allocation	2,300 enrolments	2,550 Enrolments (dependent on £1.2m allocation)	By July 2026
		Increase English and maths and ESOL provision in the City to address the growing demand	4,000 ESOL 1,150 English and maths enrolments	4,500 ESOL 1,250 English and maths enrolments	By July 2026
		Increase enrolments on employability programmes to enable more adults to gain the skills they need to progress into employment	4,100 enrolments	4,500 Enrolments (565 students)	By July 2026
		Introduce Bootcamps starting with the care sector	0	1	By July 2026
1, 4, 8	Expand the suite of HTQs to address national and local skills priorities	Increase the number of students enrolled on HTQ qualifications in priority sectors including:	50	80 students	By July 2026

College Objective Ref.	Aim for 2025/26	Target	Baseline 2024/25	By end 2025/26	Timeline
		<ul style="list-style-type: none"> • Leadership and Management • Digital Software and Network Engineering • Community Coaching • Healthcare Professions • Mechanical Engineering • Construction Management • Aeronautical Engineering • Electrical and Electronic Engineering 			
	5. Make a significant contribution to addressing the rising population of NEETs in the City through the Launchpad programme and by mapping suitable progression pathways through all sectors	Provide foundation learning opportunities through the Launch Pad programme to increasing numbers 16-18 year olds who would otherwise have become NEET.	90 students	100 students	By July 2026
		Increase the % of students progressing to vocational qualifications on completion of the Launch Pad programme, providing them with fulfilling education and career pathways.	70%	75%	July 2026

CORPORATION STATEMENT

On behalf of the Corporation of Leicester College, it is hereby confirmed that the College plan as set out above reflects an agreed statement of purpose, aims and objectives as approved by the Corporation at its meeting on 7 June 2025.

RELEVANT SUPPORTING DOCUMENTATION

- [LSIP](#)
- [LLEP Local Skills Report 2022](#)
- [Ofsted report](#)
- [Financial statements](#)