



THE LONDON BOROUGH
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DATE: 26 June 2018

EDUCATION, CHILDREN AND FAMILIES SELECT COMMITTEE

Meeting to be held on Wednesday 4 July 2018

Please see the attached report(s) marked "to follow" on the agenda.

10 WRITTEN EVIDENCE: (Pages 3 - 26)

(B) INFORMATION FROM LONDON AND SOUTH EAST COLLEGE

Copies of the documents referred to above can be obtained from

<http://cds.bromley.gov.uk/>

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London South East Colleges

Submission to London Borough of Bromley Children, Education and Families Select Committee

4-7-2018

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1. Introduction

This briefing is intended to provide a high level summary of London South East Colleges, its offer, how the College will be preparing for implementation of the new T Level qualifications, and how Councillor's might be able to support the College.

2. About London South East Colleges

London South East Colleges (LSEC) is a Further and Higher Education College operating in Bromley, Bexley and Greenwich. With 13,000 enrolments annually, 1100 staff, and seven campuses, the college was recommended in the DfE Area Review process as a 'standalone College.' This was following the successful Type B merger of Bromley College of Further and Higher Education, Greenwich Community College and Bexley College in August 2016. The College is led by and legally Bromley College of Further and Higher Education. The College is acknowledged locally as a high quality community resource across south east London and a beacon of best practice.

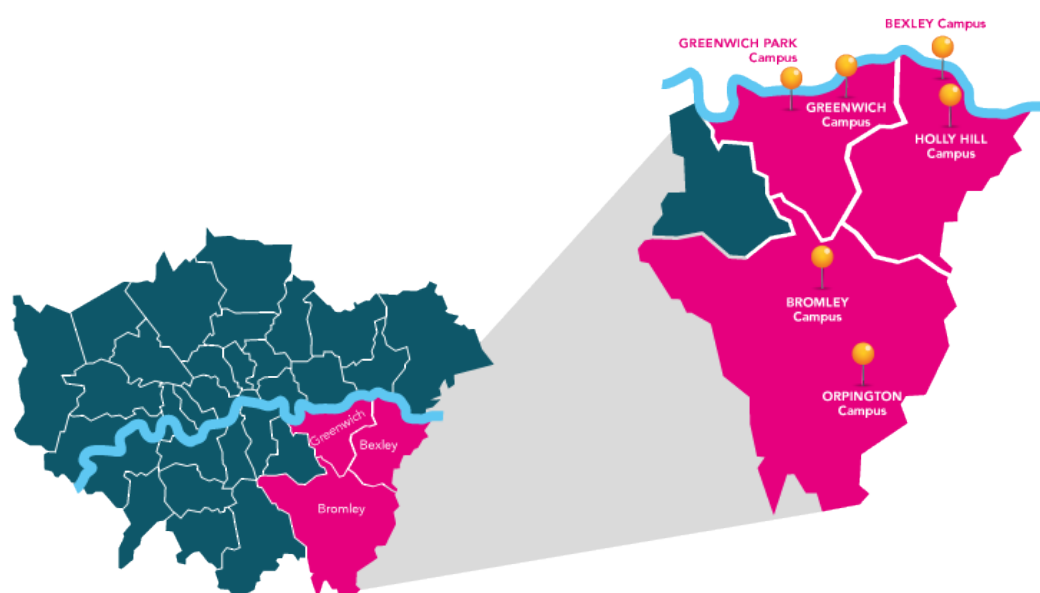
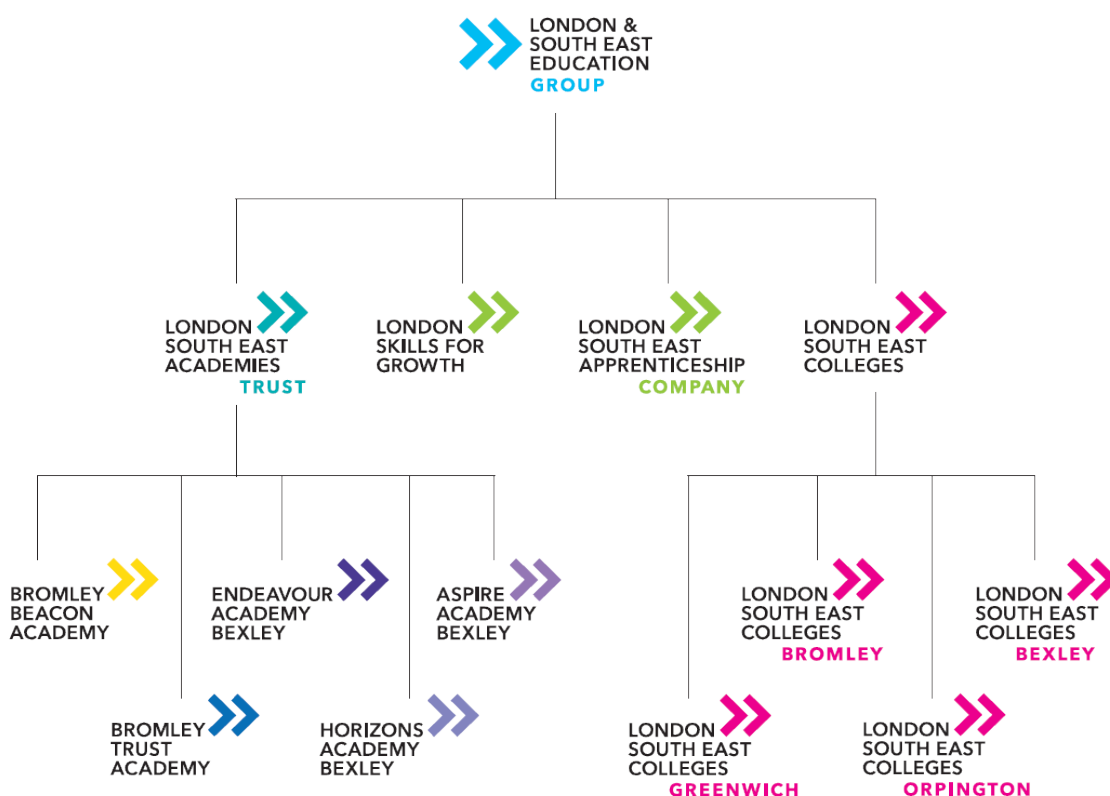


Figure 1: This is an infographic of the College sites. Not shown on this image is the Kidbrooke Skills Centre.

The College's mission is to deliver real skills and knowledge for the real world. This brings to life the absolute focus on relevant, up to date, high quality skills that meet the needs of the local community, employers and industries in the region. Our vision is to be recognised, valued and respected in our communities as listening, responsive and relevant. We aim to be recognised as an outstanding centre of vocational and educational excellence playing a leading role in economic and social development of the area.

London South East Colleges is part of the wider London & South East Education Group, which also includes London South East Academies Trust, London Skills for Growth and London South East Apprenticeship Company.



2.1 London South East Colleges News

The College has submitted an application for membership to the Chartered Institute for Further Education (CIFE), which is designed to highlight and promote FE colleges and their achievements. The application is currently being externally reviewed by Andrew Tyley, Deputy FE Commissioner, and Beri Hare, former Principal of Stroud College, and now an Education Consultant and FE Adviser.

The College successfully achieved the Silver level of the Unicef Rights Respecting Award, only the second College nationally to do so. This scheme aims to put young people's rights at the heart of an education provider's practice. London Programme Director, Frances Bestley, visited the Erith and Plumstead campuses and stated that the impact of the scheme was visible in conversation with learners.

London South East Colleges' University Centre earned a prestigious award, the Teaching Excellence Framework (TEF) Silver Award, which recognises high quality of teaching, learning and outcomes for students. TEF is a panel of the Office for Students which assesses excellence in teaching, and ensuring excellent outcomes for students.

The College's student-led restaurant BR6 was named as Best Hospitality business at the Orpington 1st awards ceremony earlier this year. BR6 is the centerpiece of the College's Hospitality, Food and Enterprise Career College. Students practice their hospitality skills on the public alongside academic study, as well as learning how a commercial restaurant is run.

London South East Colleges was awarded a Quality Mark from the Mayor of London's new Construction Academy Scheme (MCA). The scheme has been launched to help address the regional construction skills shortage by identifying high quality training centres. An application is now being developed for the second stage of the MCA scheme, Hub Status and Revenue Funding.

The College has also hosted two 'Landmark Lectures' this academic year, welcoming both Dany Cotton, London Fire Commissioner, and Cressida Dick, Commissioner of the London Metropolitan Police Service. In May 2018, Skills Minister, Rt Hon Anne Milton, MP, visited the Bexley Campus to formally open the new #Platform facilities, speak to students, and undertake a live Q&A session with media and TV production students.

The College has developed a Football Academy in partnership with Crystal Palace Football Club Foundation. This programme gives young people the opportunity to train with the Foundation coaches alongside gaining a nationally-recognised vocational qualification. In their first season, the Academy students won the AoC sport football league!

3. Bromley Campuses Context

Bromley is the largest of the London South East Colleges campuses, situated 10 minutes from the town centre. The campus houses a range of high quality facilities including:

- Nido Volans Centre – a specialist facility providing support for learners with complex to moderate learning difficulties. The learners develop both employability and independent living skills, supported by a specialist team of staff, to prepare them for their adult life and the world of work. The facility includes 'Chefs Table' training kitchen and restaurant, a manufacturing workshop, horticultural facilities and a performance space which is home to Greengoose Performing Arts. The Nido Volans team was highly commended in the 2018 Shine a Light Awards for its continued commitment to development its students' communication skills.
- The Life Centre – a £4.5m centre opened in 2014 by Charlton Athletic Football Club stars Frank Moussa and Andre Bikey. The suite includes four badminton courts, a fully equipped gymnasium, a 60-seat lecture theatre, sports and science labs, as well as a viewing gallery.
- Learning Resource Centre - a large open plan area with books and other learning resources, including an IT suite. English and maths hubs are also on sit where staff provide learners with additional support to complete their qualifications.
- Enhance Salon – a fully equipped, student-led, industry standard salon offering a range of treatments to the public at very competitive prices.
- Technology Centre – a centre with industry standard workshops and classrooms for STEM related courses, for students progressing to careers with skills shortages.

Orpington Campus

Our Orpington campus is located in Orpington town centre, and is home to our Hospitality, Food and Enterprise Career College, and student-led restaurant BR6. The career college opened in 2015 and is the first of its kind in London.

In 2017 the second phase to the Career College, the BR6 Bakehouse, was opened by the Tanner Brothers. This fast-paced environment provides even more opportunity for students to receive hands on, industry experience.

The Orpington campus houses the business support departments which work with the local community and ensure the College is economically and financially stable.

4. Our Vocational and Apprenticeship Offer

London South East Colleges offers a wide range of courses across a number of vocational areas. The curriculum is mapped across the LEAP priority areas, and high volume, high growth areas:

1. Construction
2. Creative Arts, Design and Media
3. Digital
4. Childcare and Education
5. Business and Administration
6. Hospitality, Catering and Travel & Tourism
7. Engineering and Manufacturing
8. Health & Science
9. Legal, Finance and Accounting
10. Public Services
11. Foundation courses
12. Hair & Beauty
13. Apprenticeships and Traineeships

This curriculum will also be mapped in the future to the T Level course areas:

1. Digital
2. Construction
3. Education and childcare
4. Engineering and manufacturing
5. Health & science
6. Legal, financing and accounting
7. Hair and beauty
8. Agriculture, environment and animal care
9. Business and administration
10. Catering and hospitality
11. Creative and design
12. Protective Services
13. Sales, marketing and procurement
14. Social Care
15. Transport and logistics

We work with over 500 employers to ensure the education and training we deliver meets industry needs, ensuring our students gain real, transferable skills and achieve their full potential. Our curriculum provision is underpinned by a series of Employer Advisory Boards. We build upon the expertise and guidance from industry partners and stakeholders to understand sector shortages.

Our LSEC University Centre works in partnership with Canterbury Christ Church University, University of Greenwich and Buckinghamshire New University (BNU) to provide full and part-time flexible programmes to suit a range of students and make higher education accessible to all.

Our London South East Apprenticeship Company offers high quality apprenticeships and traineeship programmes. This is with our partner London Skills for Growth, a charity based in Greenwich and Newham, that brings additional experience in helping young people to progress into employment. We have over 1500 Apprenticeships/Traineeships and we plan to increase this by 100% by 2020.

During National Apprenticeship Week in March 2018 the College ran a number of successful events in partnership with employers and industry partners. These included the Royal Borough of Greenwich Apprenticeship Awards, a 'Meet the Employers' event and interviews with Danny Lucas and Reena Rai.

Apprenticeships areas:

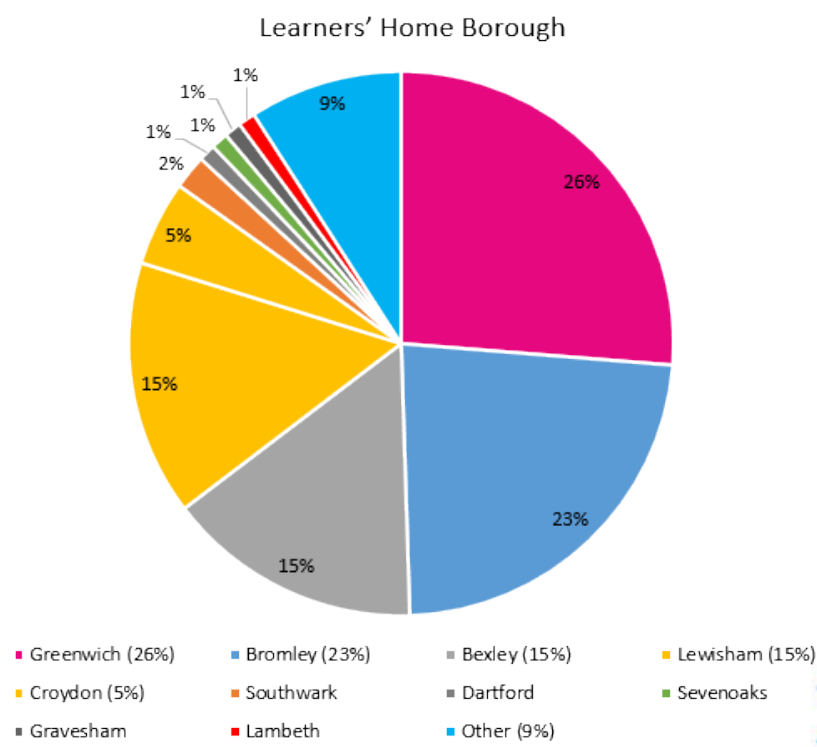
- Accounting
- Barbering
- Bricklaying and Construction Operations
- Business Administration
- Carpentry
- Customer Service
- Dental Nursing
- Digital Marketing
- Early Years Educator
- Electrical Installation
- Financial Services
- Financial Advice
- Hairdressing
- Health and Social Care
- Hospitality and Catering
- IT, Software, Web and Telecoms
- Logistics
- Multi Trades
- Management
- Motor Vehicle
- Plumbing
- Support in Teaching and Learning
- Team Leading
- Travel Services
- Warehouse and Storage

The College works with employers and local authorities to ensure that the minimum of 20% of job training is provided to each student with the ratio of job training and college education being different for each apprenticeship.

5. Our student demographic

Our student population is extremely diverse, with young people and adults coming from a range of backgrounds and locations to study with us. We understand each student will be studying for different reasons and our provision is shaped accordingly.

Area	Number of Students
14-16	78
16-18	3155
16-24 LLDD	231
19+ Co Funded	2690
Level 3 AdvLL Applied/Approved	213
Level 3 Self Paying/Funded	385
HE	709
Apprenticeship	879
Commercial (inc. International)	491



16-18 year olds form 46.4% of the Bromley student population and 61.9% at Orpington. Our University Centre at Bromley attracted 392 students in 2017-2018, 9.9% of all students, and 19.6% of Bromley students are 19+ adults. At Bromley 13.1% of students are on apprenticeships and 12.9% at Orpington. 20% of students at Bromley campus have learning difficulties or disabilities, which reflects recent investment in a specialist, purpose-built SEND facility. This figure is 22.7% at the Orpington campus. 36% of students at the Bromley campus come from a BAME background, whilst 34% of students come from a BAME background at Orpington.

6. Skills planning and progression

LSEC aims to remain responsive to employer need by maintaining strong links with employers and industry partners and ensuring our curriculum is providing young people with the appropriate skills and qualifications for the current and future jobs market.

Alongside their study-programme, students complete the LSEC Career Advantage scheme. The Career Advantage, designed by employers, provides students on all full-time vocational courses the opportunity to gain crucial skills required by employers and universities. It enables them to build a portfolio of work to show their social, entrepreneurial, digital and employability skills and competencies and gives them that all-important competitive edge when applying for jobs and higher education opportunities. This scheme has successfully run for 3 years.

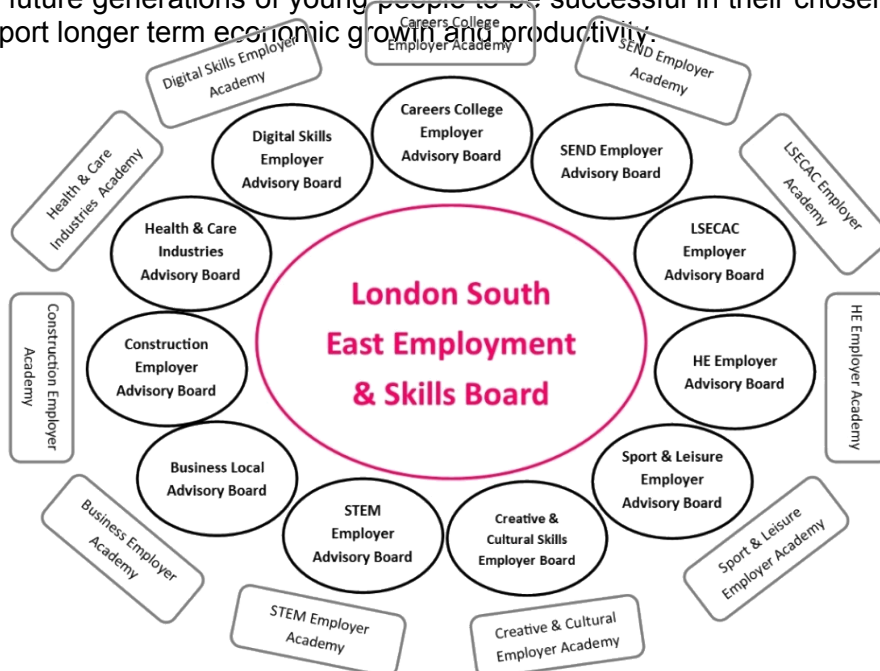
In 2017, the College established the sub-regional London South East Employment & Skills Board which provides a platform for key partners to have a real voice in shaping skills provision in south east London. Collectively, the board developed four goals to work towards:

- Goal 1: Help improve the skills and economic prospects of young people and adults in the South East region

- Goal 2: Ensure that employers shape the LSEC offer to ensure the College responds to the changing needs of business
- Goal 3: Make the case for fair and sustained funding in skills and training in our region
- Goal 4: Support the case for inward investment in Bromley, Bexley, Greenwich and Newham

7. Employer and Stakeholder engagement

The Employment & Skills board is supported by a series of sector-specific Employer Advisory Boards which bring together leading industry partners to inform the College on the skills needed for young people to be successful in industry, provide strategic direction on the future design of the LSEC curriculum, and assist in the creation of work-based opportunities. The advisory boards ensure that LSEC remains a forward-thinking organization, supporting current and future generations of young people to be successful in their chosen careers and equally support longer term economic growth and productivity.



Closely linked to the Advisory Boards is the Employer Advantage Scheme. This is an innovative scheme to engage with industry partners and provide a two-way exchange of ideas and information to enable businesses to grow their interaction with young people. Signatories of the Employer Advantage have access to a range of benefits and other incentives, allowing them to work closely with students of all ages who are keen to develop their skills and make an active contribution to the local economy.

In return, employers are asked to commit to work with the College and support. Employers are then placed on a membership level according to their commitments (Bronze, Silver, Gold, Platinum).

The College regularly carried out detailed employer and industry consultations, which informs the College and provides a deeper understanding of skills requirements for the given industry. Consultations were carried out for both the development of the London Aerospace & Technology College funding application, as well as the planning for the remodelling and re-provision of the Greenwich Campus. The College is preparing consultations for the

planned implementation of T Levels and the development of the Place & Making Institute in partnership with London Borough of Bexley and Peabody.

8. Parental understanding and attitude

The College understands the importance of the role parents and carers have in young peoples' education. The College regularly hosts open events and moving up events. Open events are held termly, during which parents can speak to a range of advisers. These informative events aim to provide parents and carers with a better understanding of College life and how the education landscape changes for post-16 and post-18. This way parents and carers are in the best position to support their children.

The College also organises consultation events when major reforms are made to the education system, such as introduction to new qualifications. An information event about T Levels is planned for the near future.

9. School co-operation

In February 2018 the DfE published guidance which stated that schools and FE Colleges must meet the eight Gatsby Benchmarks. The Benchmarks are a set of eight targets designed to improve the employability of students. It ensures that students are exposed to employers and develop additional skills alongside their education. Benchmark seven is "Encounters with Further and Higher Education" allowing pupils to understand the full range of vocational and technical courses available and the employment opportunities they give.

The College leads in partnership with "Prospects" on a Careers Cluster, which is an ESF funded project. The Cluster is designed to work with senior leadership teams in Secondary Schools and Further Education Colleges to help design a high quality CEIAG offer for all Londoners. There are twelve Careers Clusters in London and LSEC is a member of the Cluster for Bexley, Bromley and Greenwich. The cluster has piloted 18 employer-based activities with schools and Colleges. Due to its success, the cluster has grown into neighbouring areas and further activities are planned.

This has helped schools to enhance their CEIAG services (Careers Education, Information, Advice and Guidance), with a particular focus on students from a white background who are eligible for free schools meals. The Cluster also offers professional development for school staff and secures work placements for pupils. The majority of schools involved are working towards the Quality in Careers Standards Award.

The College runs the London South East Children's University, part of the national Children's University Foundation. The programme is designed to provide children in neighbouring schools with new experiences, develop new interests and acquire new skills through participation in innovative and creative learning activities outside of the school day. The University is currently working with 3 local schools and celebrates the participants' achievements with an annual graduation ceremony presented by best-selling author and Chancellor of the University programme, Martina Cole. The College is currently working on developing the programme in Bexley with the local authority.

London South East Colleges is a sponsor of London South East Academies Trust, previously known as Bromley Educational Trust. The Trust currently has 7 schools in Bromley and Bexley. The Trust aims to provide outstanding education and training for young people across the region, bringing together specialist provision to provide a real alternative to mainstream education. The schools have a very good relationship with the College, and provide a progression pathway from schools to vocational learning at post-16.

10. Preparation for T levels in 2020

T Levels are new qualifications, announced by the DfE, set to be implemented in 2020/21, focusing on practical and technical education. The new qualifications will increase the number of programme hours for 16-19 year olds by 50%, including an extended work placement element. Courses in construction, digital and education & childcare will be first taught in 2020, with a further 22 courses to be rolled out from 2021. The Prime Minister has stated that these qualifications are aimed at transforming technical education in the UK, envisioned as high-quality alternatives to A-Levels, ensuring that thousands of people across the country have the skills we need to compete globally.

Currently there is a national concern that only limited information has been published on the new T-level qualifications. Research published by City & Guilds and AELP found that only 17% of UK employers feel that they have a good understanding of T Levels and 49% rated their understanding as poor. There are also concerns about providers being able to find the work placements students need to finish the qualification. Out of the 900 hours a student will spend on the programme, 315 of those will be spent in an external work placement.

The College has successfully been awarded a grant from the DfE Work Placement Capacity and Delivery Fund to develop LSEC's work in preparing for the implementation of T-Levels. This work will involve piloting a new staffing structure which works more closely with employers, software development, student incentives and barrier removal. To increase understanding across the organisation, the College is developing a series of marketing communications to explain how the new qualifications work and the progression pathways for students.

To further prepare for the implementation and delivery of T Levels, the College is preparing surveys for each of the future courses to gain an understanding of the sector skills needs.

11. How can Councillors help?

As there is an extended work placement element included the new T Level qualifications, we would seek any support the Local Authority is able to provide, particularly around closer working with the Employer Business Partnerships.

Following the widescale changes to Apprenticeships, we would appreciate the support of the local authority in communicating to employers how the apprenticeship levy works, and how employers can upskill their existing workforce and recruit new talent. This will also hopefully contribute to the increase of apprenticeship starts in the region which has seen a decrease in the last six months.

The London Borough of Bromley has shown significant support for the College's strategic developments and funding applications, such as our recent application to the Chartered Institute of Further Education. We would like to continue this collaborative working in the future.

In June 2018, we successfully hosted a 'Tea and Tour' event with Councillors to introduce them to their local LSEC Campus, to take a tour of our facilities, and discuss our recent and future developments. We would like to replicate this event in future and also invite Councillors to other celebratory events, such as our Annual Student Awards Ceremony.

London South East Colleges is progressing with its plans to develop the London Aerospace & Technology College at London Biggin Hill Airport which is supported by the London

Borough of Bromley. We would ask Councillors to continue to provide their support over the next two years in the project's development.

Following the national post-18 education review, we would ask the Council to lobby on our behalf, where appropriate, for increased funding for further education colleges.



**LONDON &
SOUTH EAST
EDUCATION
GROUP**

WELCOME TO LONDON AND SOUTH EAST EDUCATION GROUP

London and South
East Education Group
is our new name
comprising of:

**LONDON SOUTH EAST
COLLEGES**

**LONDON SOUTH EAST
ACADEMIES TRUST**

**LONDON SOUTH EAST
APPRENTICESHIP COMPANY**

**LONDON SKILLS
FOR GROWTH**



WHY THE NEW NAME?

Our new name was devised to provide a strong and united brand that encapsulates all the current activities within the Group. It also gives us the scope to expand our activities across London and the South East.

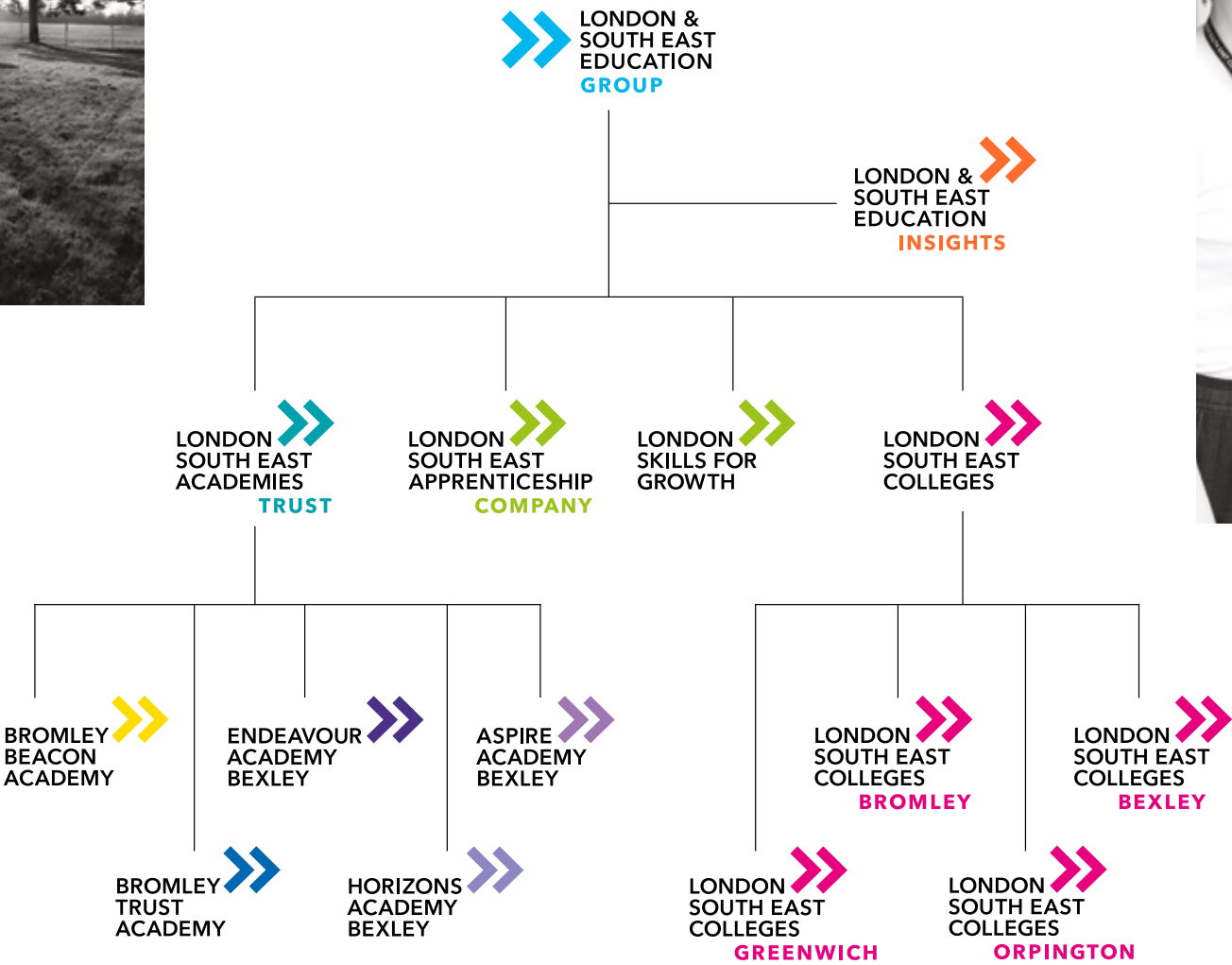
We want to ensure that our stakeholders across London and the South East recognise the breadth of our work, the exceptional quality and the level of service that comes from being part of the Group.

London and South East Education Group is a trading name and the name of the College Corporation and employer remains as Bromley College of Further and Higher Education.





THE GROUP





LONDON SOUTH EAST COLLEGES

London South East Colleges was created in August 2016 following a three-way merger between Bromley College, Bexley College and Greenwich Community College.

The college has eight campuses across the region, offering education and training to around 13,000 people. Since the merger, the College has been working hard to strengthen provision and safeguard itself financially for the future.

The college offers over 300 courses at a range of levels, to suit people of all ages, abilities and interests. From Adult Community courses and apprenticeships right through to degree-level and professional qualifications. Success rates for 2016-17 put the college in the top 25% of FE Colleges nationally and above the national rate in all areas of its provision.



LONDON SOUTH EAST ACADEMIES TRUST

London South East Academies Trust is a thriving multi-academy trust consisting of specialist schools offering special and alternative provision.



London South East Academies Trust was established in 2014 as Bromley Education Trust by what was Bromley College at the time. The Trust changed its name in 2017 to reflect the growth in its provision and its connection to London South East Colleges as its sponsor.

Initially the Trust had two schools but has recently expanded to five. All offer outstanding alternative and specialist provision across Bromley and Bexley. The Trust ensures that children have access to a high quality alternative to mainstream school when needed as well as developing systems for prevention and reintegration.





LONDON SOUTH EAST APPRENTICESHIP COMPANY

The introduction of the Apprenticeship Levy in 2016 gave colleges the opportunity to build partnerships with companies across the region, to support them in growing the number of apprenticeships.

London South East Apprenticeship Company was formed to respond to this agenda.

All college-based apprenticeship provision is now marketed under this name and some staff work across both this and London Skills for Growth.

London South East Apprenticeship Company is a trading name and therefore enrolments and legal agreements will still be in the name of Bromley College.





LONDON SKILLS FOR GROWTH

Skills for Growth is a Bexley-based charity that has been delivering education and training to young people for more than 30 years.

The Charity aims to help young people progress into or within employment. It focuses particularly on those individuals with low prior attainment levels, those that are not engaged in education employment or training (NEET), and young offenders or those leaving care.

Incorporated into the Group in 2017 the charity currently maintains its distinctive identity and legal status. It will continue to focus on the sectors and areas it has a strong reputation in. It will work closely with London South East Apprenticeship Company to develop the Group's reputation for delivering apprenticeships.





LONDON & SOUTH EAST EDUCATION INSIGHTS

A new name and one that isn't being used yet, but, the plan is to badge all our support services under this new trading name. We want to reinforce that these services operate across the Group and in time we may look to market these services to other education providers across our region.

A HISTORY OF LONDON SOUTH EAST COLLEGES



Our Growth and
Development across
Bromley, Orpington,
Bexley and Greenwich

1907

Bexley College
was established by
W. Egerton as 'Erith
Technical Institute'.

1959

Bromley Technical
College established.

1986

Bromley College
opens a hair and
beauty salon.

1977

The Jam perform
a charity concert
in the Hall at
Bromley for Save
the Children.

1972

Orpington College
was established.

1968

Bromley Technical
College was
renamed Bromley
College of
Technology.

**1965-
1975**

Ravensbourne
College was
established on the
Rookery Lane site -
this is where David
Bowie studied!

1988

Bromley College
introduces HE
courses.

1990

Bexley College
opens Holly Hill
campus.

1990

Bromley College
gains 'Associate
College' status with
Thames Polytechnic
- the beginning of
their partnership
with the University
of Greenwich.

1992

College changes
name to Bromley
College of Further
& Higher Education.



2008/9

Redevelopment of the Bromley Campus - new Business Block, Learning Resource Centre and Technology Block costing £21m.

1999

Bromley College opens a Learning Centre in Beckenham.

1998

Greenwich Community College created following a merger with Woolwich College.

1995

Bromley College leases the Old Town Hall site in Bromley town centre.



2008

Redevelopment of the Orpington Tower Block and the Ozone building built.

2008

Business Focus becomes part of Bromley College.

2011

Merger of Orpington College of Further Education with Bromley College of Further & Higher Education.

2013

Bromley Educational Trust established.

2014

Hospitality, Food and Enterprise Career College established.

2017

The Board of Trustees of Bromley Educational Trust resolve to change the name to London South East Academies Trust.

2017

London South East Apprenticeship Company is formed to build partnerships with companies across the region.

2016

Three-way merger of Greenwich Community College, Bexley College and Bromley College of Further & Higher Education to form London South East Colleges.

2014

Bexley College relocated from Tower Hill to Erith.

2014

Children's University launched.

2017

Skills for Growth joins London and South East Education Group.

2017

The New Horizons Federation of three Bexley-based schools join London South East Academies Trust.

2017

The corporation of Bromley College resolve to adopt a new trading name for the group, London and South East Education Group.





WHERE WE ARE

0300 303 2554

www.lsec.ac.uk

 @LSEColleges

 @LondonSouthEastColleges

 [londonsoutheastcolleges](https://www.instagram.com/londonsoutheastcolleges)