

# ACCOUNTABILITY STATEMENT 25/26



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# Accountability Statement

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## Introduction and Purpose

Barnet and Southgate College published its new Strategic Plan, *2030 Vision*, in February 2025, reinforcing our intent to offer a relevant, responsive and agile curriculum. This remains a core element of our wider purpose as an anchor institution in our region, serving our communities and the industry and business skills needs of the region.

Our annual curriculum review and planning process ensures strategic alignment to local, regional and national skills priorities. These include London Mayoral skills priorities as set out in the London Growth Plan, priorities of the London Local Skills Improvement Plan (LSIP), Skills England's report on driving growth and The Skills Construction Package from the Chancellor's Spring Statement. Future planning will incorporate successor plans as they evolve and will use the FE provider dashboard to provide training provision which addresses employer skills whilst also meeting learners' needs. This process helps Barnet and Southgate College meets its Local Needs Duty and ensure that courses are still relevant and that they will lead to progression and ultimately sustainable employment.

Curriculum planning is evidence based, using statistics from NOMIS, the Employer Skills Survey, RCU and bespoke labour market profiles from Lightcast. Our offer also reflects employer input which we encourage through sector level relationships between teaching staff and employers; employer advisory boards and events; and regular employer feedback through numerous channels.

Over the course of the 2025 / 26 Academic Year, we will continue to evolve and enhance our response to national, regional and local skills and employment needs. This a key pillar of our new Strategic Plan, to work collaboratively with other education providers, key partners and stakeholders in the development and delivery of our dynamic, inclusive curriculum to offer lifelong learning opportunities, meet changing skills needs, serve the local and regional economy, and respond to the demands of our students.

## Context and Place

Barnet and Southgate College's three main campuses are in High Barnet, Southgate and Colindale, each with an offer reflecting the communities it serves.

As well as local residents, Barnet and Southgate College attracts learners from outside London to complete employability programmes and apprenticeships with our employer partners, some of whom operate nationally.

We support over 14,000 learners a year on a range of programmes including 16-19 Study Programmes, Adult Programmes, Professional Qualifications, Apprenticeships,

SEND, Tailored Learning, Adult Community Learning, Higher Education, ESOL and Sector Based Work Academy courses.

The College prides itself on reaching out to learners from disadvantaged groups and under-represented groups, for example in 24/25, 88% of learners were from ethnic backgrounds other than English/Welsh/ Scottish/Northern Irish/British and 9.5% had declared themselves as having a disability, learning difficulty and/or long-term illness.

Barnet and Southgate College's specific programmes, designed to reach learners who may not otherwise access traditional further education, will continue in 25/26 including:

- Our Inclusive 6th Form (for students who have needs identified through CAMHS or progressing from hospital schools),
- Targeted provision of community-based training for residents in partnership with grassroots organisations
- Meeting the needs of 4000+ ESOL learners across 5 locations in Tottenham, Edmonton Green, High Barnet, Colindale and Enfield.
- Engaging hard to reach learners and minority groups through Tailored Learning offered in 120+ local community settings,
- The Pathway Centre for Learners with Learning Difficulties and Disabilities.
- Targeted bespoke provision for refugee and migrant communities.
- Essential skills for hard-to-reach adults including English, maths and digital.
- Offering employment and training opportunities to long-term unemployed residents.

The work outlined above contributes to the cross-cutting theme of the London LSIP in relation to labour market inclusion and the inclusive talent strategy of the London Growth Plan by actively seeking to provide an accessible curriculum for a wide range of future students, leading to learning that will enhance their chances of further education or employment.

Small and Medium Enterprises (SMEs) continue to be the backbone of London's economy. As of early 2024, SMEs accounted for over 99% of all UK businesses,

contributing approximately 60% of employment and 52% of turnover.

Operating within the diverse boroughs of Barnet and Enfield, Barnet and Southgate College serve communities with varied socioeconomic backgrounds. This diversity underscores the importance of offering a comprehensive curriculum that addresses a wide range of learning needs and employment pathways.

In Enfield Borough in 2024:

- Micro-businesses (those employing 0–9 people) at 93% constitute a significant portion of Enfield's business landscape.
- Approximately 49,000 (21%) of Enfield residents were economically inactive of whom 12,900 (26%) wanted a job.
- Key Employment Sectors providing significant employment:
  - Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles: This sector is the largest in Enfield, accounting for 19.2% of all jobs, approximately 21,000 positions.
  - Human Health and Social Work Activities: employing around 16,000 individuals, represents 14.7% of the borough's workforce.
  - Administrative and Support Service Activities: provides employment for about 11,000 people, making up 10.1% of jobs in Enfield.
  - Education: employing approximately 11,000 individuals, accounts for 10.1% of the employment share.
  - Transportation and Storage: at around 8,000 jobs, contributes 7.3% to the borough's employment.
  - The most common occupational group in Enfield is Corporate Managers and Directors, comprising 15.5% of all roles.

Emerging and Growth Sectors driven by strategic initiatives and economic development plans:

- Green and Low-Carbon Industries,
- Construction and Advanced Manufacturing
- Creative and Media Industries
- Logistics and Distribution

In Barnet Borough in 2024:

- Micro-businesses (those employing 0–9 people) were fundamental to Barnet's business landscape, accounting for 94% of all businesses.
- Approximately 60,100 (23%) of Barnet residents were economically inactive of whom 19,100 (32%) wanted a job.

Key Employment Sectors Providing Significant Employment:

- Human Health and Social Work Activities: employing 22,000 represents 16.2% of the borough's workforce.
- Education: including Middlesex University and Barnet & Southgate College, employs 16,000 people constituting 11.8%.
- Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles accounts for 14% of employees at 19,000 people.
- Professional, Scientific, and Technical Activities: employing 12,000 people is 8.8% of the borough's workforce reflecting the borough's strong presence in professional services.
- Administrative and Support Service Activities: provides employment for about 11,000 people, making up 8.1% of jobs in Barnet.
- Accommodation and Food Service Activities: employ around 11,000 people at 8.1% of Barnet jobs.

Emerging and Growth Sectors Driven by Strategic Initiatives and Economic Development Plans:

- Green and Low-Carbon Industries
- Construction and Advanced Manufacturing
- Creative and Media Industries
- Logistics and Distribution: Barnet's strategic location and infrastructure developments are fostering growth in logistics and distribution services.

In response to this context, we have targeted delivery of training to SMEs in both Barnet and Enfield in collaboration with the two local authorities, Jobcentre Plus and partners including the Mayoral Academy Hubs.

These have been guided by London's strategic sector prioritisation as determined for the London Local Skills Improvement Plan :

London's LSIP identifies 4 priority sectors:

- Creative
- Health & Social care
- Built Environment
- Hospitality

The LSIP also identifies 4 cross-cutting themes:

- Digital
- Green
- Transferable Skills
- Labour Market Inclusion

Within the LSIP, each sub-region has identified its own priority skills needs:

Local London:

- Construction and Engineering
- Health & Social Care
- Digital and Creative
- Manufacturing
- Distribution and Logistics
- West London Alliance:
- Health & Social Care
- Creative, Media and Film
- Hospitality
- Transport and Logistics
- Retail
- Manufacturing

The extent to which we respond to these sectoral, and to identified national priorities is outlined below in this Accountability Statement.

## Approach to Developing the Annual Accountability Statement

The College's curriculum plan strongly reflects published skills, and priority sector needs. It has also been informed by clear insight into national, regional and local skills demands gained through our existing partnerships with industry, employers and stakeholders. These include local authorities, the GLA and the London sub regional partnerships, The West London Alliance and Local London and our Industry Boards.

Our curriculum planning has identified a much broader response to this demand than the smaller number of targets and priorities reflected in this accountability statement. We have sought to identify here those that most strongly support priorities identified at a national, regional and local level. They are therefore the areas where we believe that our impact as a college will be greatest in terms of change of approach, scale of delivery or impact. However, it is important to reiterate that we believe that all planned delivery including areas of growth is well grounded in a clear understanding of need.

This set of priorities has been formulated and tested with input from our sectoral Industry Boards comprising local employers and stakeholders, with final approval of our full board. The Board and committee have been closely involved in the formulation of our growth and curriculum strategy and so have been able to approach this prioritisation from an informed position.

Specifically, the partners and networks that we have engaged with in the development of this plan include:

- GLA
- London Boroughs of Barnet, Enfield and Haringey
- Hertsmere Council
- Business LDN (the London LSIP)
- BSC's Industry Boards
- Local London
- West London Alliance
- Jobcentre Plus
- 5 Mayoral Academy Hubs
- Local London and West London LSIF Partnerships
- North London Business Chamber (located in one of our college campuses)
- Federation of Small Businesses
- Employers (targeted in specific curriculum areas such as construction or creative skills)
- Local Voluntary and Community Sector Organisations
- London Adult Community Providers
- Middlesex University
- College and training provider networks
- Regeneration partnership boards



Barnet and Southgate College works extensively with other colleges and training providers across the West London Alliance and Local London areas most notably through the London Mayoral Sectoral Academies and LSIF projects and the delivery of Tailored Learning in Barnet and Enfield.

Barnet and Southgate College is part of 5 Mayoral Academies: Local London Green and Digital Skills Hub, West London Green Skills Hub, West London Creative Skills, Creative Hub (pan London) – Games, Animation & VFX and North London Care Hub. The academies facilitate collaboration to co-ordinate curriculum offers, to maximise resources, share expertise and streamline employer engagement and input.

Through being the Adult Institutions of Learning for Barnet and Enfield to deliver Tailored Learning, the College works with local organisations, including small VCS organisations to reach out and deliver programmes in the community. It also works with Barnet and Enfield councils to lever in additional resources and deliver courses or disadvantaged learners when opportunities arise.

## Contribution to National, Regional, Local Priorities

The table below shows the breadth of courses the College is offering across the priority sectors.

SECTOR	PRIORITY	Study Programme	T Level	Apprenticeship	Higher Technical Qualification	Adult Funded provision	Free Courses for Jobs	Bootcamp / SWAPs / Other
Engineering	Nat / GLA	✓	✓			✓		
Science and Mathematics	Nat / GLA	✓	✓			✓	✓	
Construction	Nat / LSIP / GLA	✓	✓	✓		✓	✓	✓
Digital and Technology	Nat / LSIP / GLA	✓	✓			✓	✓	✓
Health and Social Care	Nat / LSIP / GLA	✓	✓			✓	✓	✓
Haulage and Logistics	Nat / LSIP / GLA			✓				
Manufacturing (inc Food)	Nat / LSIP			✓				
Creative	LSIP / GLA	✓	✓	✓	✓	✓		✓
Retail	LSIP / GLA					✓		
Hospitality	LSIP							
Green Skills	LSIP / GLA	✓	✓	✓		✓		✓
Essential Skills	Nat / LSIP / GLA	✓	✓	✓		✓		✓

## Priorities and Actions

Priorities for 25/26 for the next academic year remain broadly similar to those from the 24/25 accountability statement. In the table below, we have set out why each aspect of the curriculum is a priority, what we have done and plan to do against the priority during 25/26. This includes introducing and/or expanding government priority programmes of T Levels, Apprenticeships and Free Courses for Jobs.

1. Expand our offer in response to demand for Digital and technology skills	
Why this is important	<ul style="list-style-type: none"> <li>• Digital and Technology identified as a national priority</li> <li>• Digital skills identified as a mayoral and LSIP priority</li> <li>• College growth strategy identified unmet local demand</li> </ul>
What we have done and will continue	<ul style="list-style-type: none"> <li>• Expand breadth of provision to provide better progression routes / access to training:</li> <li>• ACL Digital Skills for everyday life and work. Supporting people and communities to be digitally able.</li> <li>• Level 1 Award in IT</li> <li>• Level 2 Certificate in IT</li> <li>• Level 3 Certificate in IT</li> <li>• BTEC Introductory ICT Diploma</li> <li>• New immersive technology facilities introduced providing interactive and engaging learning experiences to students and facilitate collaboration with other colleges and partners.</li> </ul>
Planned for 25/26	<ul style="list-style-type: none"> <li>• T Level Digital Production, Design and Development</li> <li>• T Level Digital Support and Security Adult:</li> <li>• Level 3 Cyber Security FCFJ</li> <li>• Level 3 Networking</li> <li>• Level 3 Coding FCFJ</li> <li>• Level 2 Programming</li> <li>• Level 2 Award in Computer Programming</li> </ul>
2. Expand our offer in response to demand for Health & Social Care and Early Years Skills	
Why this is important	<ul style="list-style-type: none"> <li>• Health &amp; Social Care identified as a national priority</li> <li>• Health and social care identified as a mayoral and LSIP priority</li> <li>• College growth strategy identified unmet local demand for Health &amp; Social Care and Early Years</li> <li>• College experiencing skills shortage in SEND required to support inclusive learning</li> </ul>

What we have done and will continue	<ul style="list-style-type: none"> <li>• Expand breadth of provision to provide better progression routes and access to training:</li> <li>• Award Internal Quality Assurance Assessors Award</li> <li>• SWAP courses in the Health and Social Care Sector.</li> <li>• T Level Early Years Educator</li> <li>• T Level Assisting Healthcare Sciences</li> </ul>
Planned for 25/26	<ul style="list-style-type: none"> <li>• Study Programme Progress to Science</li> <li>• Access to Radiography</li> <li>• T Level Adult Nursing</li> <li>• Early Years Foundation Degree</li> <li>• Adults L2 and L3 Diploma in Early Years Sector FCFJ</li> <li>• Certificate in Understanding Mental Health</li> <li>• Certificate in Understanding Autism</li> <li>• Certificate in Understanding the Care and Management of Diabetes</li> <li>• Certificate in the Principles of End-of-Life Care</li> <li>• Certificate in Understanding the Principles of Dementia Care</li> <li>• Certificate in the Principles of SEN</li> </ul>
3. Expand our offer in response to demand for manufacturing skills	
Why this is important	<ul style="list-style-type: none"> <li>• Manufacturing identified as a national priority</li> <li>• Manufacturing identified as a west London sub regional priority</li> <li>• Existing industry partners expressing demand for our existing expertise in delivery</li> </ul>
What we have done and will continue	<ul style="list-style-type: none"> <li>• Expand (national and home counties):</li> <li>• Level 2 Lean Manufacturing Operatives</li> <li>• Level 3 Improvement Technician</li> </ul>
Planned for 25/26	Grow existing offer
4. Expand our offer in response to demand for Construction skills (including Green)	
Why this is important	<ul style="list-style-type: none"> <li>• Construction and Green skills identified as national priorities</li> <li>• Construction and Green identified as mayoral and LSIP priorities</li> <li>• College growth strategy identified unmet local demand</li> <li>• Release of the Construction Skills Package</li> </ul>

What we have done and will continue	<p>Expand:</p> <ul style="list-style-type: none"> <li>• Level 3 Gas Engineering Apprenticeship</li> <li>• Expand breadth of provision to provide better progression / access to training:</li> <li>• Level 3 Solar PV Installers</li> <li>• Level 3 EV Charging Installation</li> <li>• Level 3 Award in Air Source Heat Pump Systems</li> </ul> <p>Introduction of new T Levels:</p> <ul style="list-style-type: none"> <li>• T level Plumbing and Heating Engineering</li> <li>• New SWAP style programmes in Construction supporting local and home counties employers</li> <li>• Apprenticeship Level 2 Carpentry and Joinery</li> </ul>
Planned for 25/26	<p>We are currently undertaking a review of our construction facilities with a view to expanding at both the Southgate and Colindale campuses. This review is intended to increase capacity; however, the availability of new courses (in 2025/26 or 2026/27) will depend on its completion. Any expansion of our facilities would support growth in the following courses for both 16–18 learners and adults.</p> <ul style="list-style-type: none"> <li>• Level 2 Award Understanding Domestic Retrofit</li> <li>• Level 3 Bricklaying</li> <li>• Level 2/3 Plumbing</li> <li>• Level 2/3 Carpentry and Joinery</li> <li>• Level 1/2 Multiskills</li> <li>• Apprenticeships L2 &amp; 3 in Carpentry and Joinery</li> <li>• Foundation Apprenticeships in Construction</li> </ul>
5. Expand our offer in response to demand for Engineering and Science skills	
Why this is important	<ul style="list-style-type: none"> <li>• Engineering and Science identified as national priorities</li> <li>• College growth strategy identified unmet local demand</li> </ul>
What we have done and will continue	<p>Expand breadth of provision to provide better progression / access to training:</p> <ul style="list-style-type: none"> <li>• Level 1 Engineering</li> </ul> <p>Introduction of new T Levels:</p> <ul style="list-style-type: none"> <li>• T Level Laboratory Science (this qualification will be defunded from 1/8/25)</li> <li>• T Level Electrical/Electronic Engineering Yr</li> </ul>

Planned for 25/26	<ul style="list-style-type: none"> <li>• T Level Electrotechnical Engineering</li> <li>• Level 3 Award Electrical Inspection and Testing Engineering</li> <li>• Aviation BTEC L3 Aviation Operations – A structured pathway for young individuals interested in pursuing careers in aviation. We aim to prepare the future for aviation to meet the industry's evolving need</li> <li>• L2 Award CAD</li> </ul>
6. Expand our capacity to meet demand for ESOL	
Why this is important	<ul style="list-style-type: none"> <li>• Labour market inclusion identified as a London LSIP cross cutting theme</li> <li>• College recognises increased unmet local demand</li> </ul>
What we have done and will continue	<ul style="list-style-type: none"> <li>• Significantly expand capacity to provide ESOL courses through adult community learning, main college delivery and partners.</li> <li>• Increase ESOL volumes through ASF tailored learning</li> </ul>
Planned for 25/26	<ul style="list-style-type: none"> <li>• In an environment of ever-increasing constraints on ASF budgets, we will ensure that those with greater needs are prioritised.</li> </ul>
7. Expand our capacity to meet demand for Sports based learning	
Why this is important	<ul style="list-style-type: none"> <li>• College recognises increased unmet local demand</li> <li>• College has track record of strong onward progression from sports-based curriculum into employment or higher education</li> </ul>
What we have done and will continue	<p>Improve progression pathways into Higher Education through partnership arrangements with Middlesex University</p> <p>Expand breadth of provision:</p> <ul style="list-style-type: none"> <li>• Level 2 E-Sports</li> <li>• Expand delivery of sports-based provision in the western catchment area:</li> <li>• Level 2 in Sports (Partnership)</li> </ul>
Planned for 25/26	<ul style="list-style-type: none"> <li>• Introduction of Flag Football Academy</li> <li>• Introduction Volleyball Academy</li> <li>• L3/4 Diploma in Sports Massage Therapy</li> </ul>
8. Expand our capacity to meet the demand for Creative Skills	

Why this is important	To support the expansion of local creative industries employers
What we have done and will continue	<ul style="list-style-type: none"> <li>• Expand breadth of provision to provide better progression / access to training:</li> <li>• BTEC Level 2 Creative Technology</li> <li>• Level 2 Next Gen</li> <li>• Level 2 Performing Arts</li> <li>• Pre-Employment Training that enables local people to progress into work and support local employers with filling vacancies in the creative sector.</li> <li>• Partnered in a successful LSIF bid for West London Alliance resulting in securing investment for 3 new studios.</li> <li>• UAL L3 Music Production</li> <li>• Level 2 Hair and Media Makeup</li> <li>• Launch STUDIO ; Sound, TV &amp; Film and Games and VFX Industry standard studios</li> </ul>
Planned for 25/26	<ul style="list-style-type: none"> <li>• HTQ in Photography (in partnership with Middlesex University)</li> <li>• T Level Content Creation and Production</li> <li>• Apprenticeship: Multi-Channel Marketeer</li> <li>• Apprenticeship: Content Creator</li> <li>• L2 Diploma Music Production and Performance</li> <li>• Short courses for adults:</li> <li>• Auto CAD</li> <li>• Digital Video Editing</li> <li>• Digital photography</li> <li>• After Effects</li> <li>• Web Design</li> </ul>
9. Further develop and share our successful models of employer / provider partnership	
Why this is important	<p>The London LSIP identifies a need to develop better educator / employer partnerships across London</p> <p>The college has significant expertise and good practice to share with the sector and LSIP</p>

What we have done and will continue	<p>Actively promote and showcase the range of our approaches for working closely with employers and encourage wider take up of these for example:</p> <ul style="list-style-type: none"> <li>• Health &amp; Social Care, and construction SWAP style courses with major employers with higher than national average progression to sustainable jobs</li> <li>• Industry / college co delivery such as Construction, Health and Social Care</li> <li>• In work upskilling in health and care sector</li> <li>• Partnering in successful LSIF bids for Local London and West London Alliance</li> <li>• Installation of Immersive Learning facilities making it possible to share teaching resources with partners.</li> <li>• Launched new Immersive Learning Suites</li> </ul>
Planned for 25/26	<ul style="list-style-type: none"> <li>• Working with Middlesex University to launch new Access to Nursing pathways.</li> <li>• Working with Skills Network to offer a range of online courses to offer additional options to acquire essential skills for our 16 – 18 learners.</li> </ul>
10. Develop and share our successful models of inclusive access to training and development	
Why this is important	<ul style="list-style-type: none"> <li>• Building an Inclusive London Workforce is a theme identified by the London LSIP</li> <li>• The College has significant expertise and good practice to share with the sector and LSIP</li> </ul>
What we have done and will continue	<p>Actively promote and showcase the range of our approaches to inclusive learning and encourage wider take up of these for example:</p> <ul style="list-style-type: none"> <li>• Free courses for jobs</li> <li>• Partnership with the Housing Associations targeting tenants</li> <li>• Inclusive 6<sup>th</sup> Form</li> <li>• Targeted delivery to over 50s including short IT courses and upskilling from Pre-Entry to Level 3.</li> <li>• Adult Community Learning aligned to local labour market needs targeted at disadvantaged learner groups.</li> <li>• Delivery of Multiply in College and as Adult Community Learning</li> <li>• Replacement of Multiply programmes (funding is gradually tapering off) with ASF programmes as Tailored Learning</li> <li>• Replacing Adult Community Learning with increased volumes of Community Tailored Learning</li> <li>• Introduce additional evening courses to widen College accessibility for our communities</li> </ul>
Planned for 25/26	<ul style="list-style-type: none"> <li>• Work with partners on delivering additional FCFJ specifically in Digital and Health and Social Care sectors.</li> </ul>



## How We Meet Our Local Needs Duty

Barnet and Southgate College's priorities, as detailed above, have been determined through an annual review process for each curriculum area to scrutinise how closely our curriculum is meeting local needs of employers and learners.

The College's intended investment to expand facilities and increase capacity for construction skills, will increase the volume, levels and range of trades and qualifications we can offer. This will align with Government investment through the Construction Skills Package.

Additionally, the College's investment with the Skills Network offers a raft of opportunities for 16-18 students to access short courses and modules. These match vocational and soft skills which have been identified by employers as essential skills for employability. In introducing these initiatives, Barnet and Southgate will strengthen employer engagement at all levels inviting their feedback and ongoing input to the design of our curriculum and facilities. They in turn are increasingly supporting our learners with opportunities for work experience, placements, apprenticeships and jobs.

We continue to strive to build an inclusive workforce, extending opportunities to disadvantaged and underrepresented learners through our approach to delivery, and our use of ASF to deliver Community Tailored Learning. We also work with Jobcentre Plus to engage unemployed people and to help them secure employment.

Going forward, we will ensure that we meet our Local Needs Duty through continued dynamic curriculum planning. Employers, through our Industry Boards and numerous other employer engagement mechanisms, will be integral to planning as we ensure that our curriculum adapts to emerging labour market needs.

## Corporation Statement

This document was approved by Board members on **15 May 2025** on behalf of the Barnet and Southgate Further Education Corporation. It is hereby confirmed that the plan as set out above reflects an agreed statement of purpose, aims and objectives.

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 from the following link:  
<https://www.barnetsouthgate.ac.uk/reports>

Links to the 2024 Ofsted report and the College's Strategic Plan are below.

- Ofsted inspection report: <https://www.barnetsouthgate.ac.uk/ofsted-report-march-2024>
- Strategic Plan: 2030 Vision: <https://www.barnetsouthgate.ac.uk/strategic-plan-2030-vision>

