



Accountability Agreement Statement

2024/2025



CONTENTS

04	Introduction
06	College Vision & Purpose
08	Context & Place
10	Contribution to Meeting Regional & National Skills Needs Our Regional Skills Role – North East, Durham
16	Approach to developing the Annual Accountability Statement Pioneering the Future of Education Vision for Education Evolution Revolutionising the Workforce of Tomorrow
22	Our Contribution to meeting the National, Regional & Local Needs
26	Confirmation of Governance Sign off
26	Supporting Documents





Introduction

The New College Durham Accountability Statement for 2024/2025 sets out our strategic direction as a leading Further and Higher Education College. It emphasises the context within which the College operates with partners and stakeholders nationally, regionally and locally, and critically responds to the key imperatives for 2024/2025 academic year that will ensure we continue to deliver the highest outcomes and exceptional opportunities for our learners.

Our core aims have been designed to deliver outcomes which match the aspirations of our learners, employers, staff and key stakeholders to be realised as we embrace and move towards Industry 4.0. We meet these challenges against a backdrop of rapidly changing landscape both in education and industry and as we move, at pace, towards a new technological future. We demonstrate how we continue to provide outstanding approaches to meet the changing social, economic and skills demands of the region in the context of the Local Skills Improvement Plans, whilst also considering other regional and national skills priorities.

By effectively deploying our financial capability, we will continue to invest in both our infrastructure and our people.

We will always put the learner first in all that we do, and by being responsive to the needs of employers through highly effective partnerships, adding real social value to our community as a key regional college.

College Vision & Purpose

New College Durham stands as a beacon of educational excellence, dedicated to empowering individuals to achieve their full potential, and thrive in an ever-changing world. At the heart of its mission lies a commitment to providing accessible, high-quality education that fosters personal growth, academic success, and professional development.

The primary purpose of New College Durham is to serve as a catalyst for transformation, offering a diverse range of educational opportunities that cater to the needs and aspirations of learners from all walks of life. Whether learners are embarking on their academic journey straight from school, seeking to upskill and advance their careers, or pursuing lifelong learning for personal enrichment, the College endeavors to provide the necessary support, resources, and guidance to help them succeed.

Our Strategic Plan is a blueprint for the future of New College Durham for the period 2021–2026. This was approved by our Governing Body on 7th July 2021. It builds on outstanding financial and educational foundations and sets out priorities to realise our ambitious vision for the future of the College in the years to come.

The College Strategic Plan is supported by underpinning strategies for Curriculum, Learner Engagement and External Stakeholder Engagement along with enabling strategies from

Corporate Services. We will become the education provider of choice, the education employer of choice, the preferred partner for industry, recognised locally and nationally for excellence in our academic programmes and learner experience.

The College is dedicated to fostering a culture of continuous improvement and innovation, staying abreast and leading on emerging trends, technologies, and best practices in education. By regularly reviewing and updating its curriculum, programmes, and facilities, New College Durham ensures that its offerings remain relevant, responsive, and aligned with the needs of learners and employers alike.

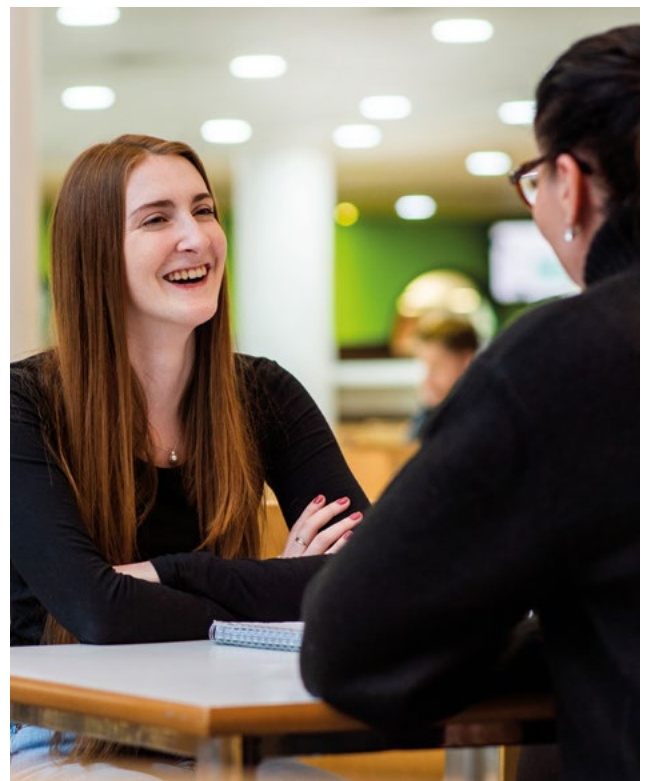
New College Durham plays a vital role in driving economic growth and prosperity in the region, forging strong partnerships with local businesses, industries, and community organisations.

By collaborating closely with employers and stakeholders, the College ensures that its programmes are aligned with the needs of the labour market, equipping learners with the skills and expertise required to succeed in the workforce.

New College Durham will seek to empower individuals to realise their full potential, transform their lives, and make meaningful contributions to society. By providing accessible, high-quality education that is responsive to the needs of learners and employers, the college serves as a

catalyst for social mobility, economic development, and personal fulfillment. With its commitment to excellence, inclusivity, and innovation, New College Durham will continue to inspire, empower, and transform the lives of our learners and the communities we serve for generations to come.

Since establishing its strategic objectives, New College Durham has been working in collaboration with local colleges and universities. This collaboration is aimed at addressing skill shortages and filling gaps by pooling resources, sharing expertise, and collaboratively developing specialised programmes. The collaboration seeks to align educational programmes closely with the current and future needs of the local economy, ensuring that learners acquire the skills employers require. By collaborating, these institutions are forging a more unified and efficient approach to both vocational and academic training, improving access to education, and nurturing a workforce that can meet the demands of the region's industries. This joint effort is a strategic move to tackle the challenge of skill shortages, offering benefits to the community and enhancing the local economy. Although still in its initial stages, this initiative is expected to accelerate as the North East Combined Authority becomes more integrated into the region.



Context & Place

New College Durham is a comprehensive mixed economy further education and higher education institution offering part-time and full-time courses ranging from entry level to level 3, along with apprenticeships from level 2 to level 7 and higher education courses level 4 to level 6. It also delivers community courses and wide-ranging projects. The College is proud to hold University Centre status and has Indefinite Degree Awarding Powers. The College has over the last two years continued to build on its successful delivery of Bootcamps and has recently been awarded a national contract for Bootcamp delivery alongside regional delivery.

The Colleges main delivery is based within the City of Durham at New College Durham however we do have two sites within the North East of England where we deliver key course to meet the needs of employers, notably in the specialisms of construction and green energy. In addition, we have two podiatry clinics based at Bishop Auckland NHS hospital and Framwellgate Moor, which support the NHS in providing Podiatry services across County Durham.

The College is lead licence holder for the North East Institute of Technology (NEIoT) which was established in 2020. The NEIoT primarily focusses on Construction, Advanced Manufacturing and Engineering with a cross cutting theme of digital. NEIoT partners include East Durham College, Tyne Coast College and Middlesborough College,

Newcastle University, ESH Construction and Nissan along with well-established advisory boards with a wide range of industry partners contributing to the objectives and outcomes for developing and growing a talent pipeline.

Collaboration is built into all elements of the NEIoT from its governance to design of new programmes for industry. With robust and stretching targets the NEIoT has supported over 6,500 higher technical learners to achieve their academic outcomes, since the first cohort in 2020. NEIoT is recognised as one of the most successful IoTs nationally.

All partners are committed to widening participation to technical education and training to support the key regional sectors of Construction and Advanced Manufacturing and Engineering, critical to the continuing success of the region's economy.



Contributing to Meeting the Regional & National Skills Needs

New College Durham is a regional skills resource in the North East region. The focus of our strategies are at a regional level where the College prides itself on being the regional trailblazer of national policy in further and higher education. Illustration of such innovation is demonstrated with development of the Institute of Technology, the roll out of first wave of T Levels, the growth of Apprenticeship Standards, Bootcamps for adults and Free Courses for Jobs.

It is recognised formally by OFSTED that New College Durham makes a **strong** contribution to meeting skills needs, (NCD OFSTED Inspection Report November 2022). Although this accolade is welcome, the employers, nationally, regionally, and locally, also recognise the strong and effective contribution the College brings to meeting their skills needs. New College Durham was also the winner of the prestigious Association of Colleges (AOC) Beacon Award 2024 Employer Engagement award.

The College is working at a national level to share, facilitate, and develop best practice across the sector. Recent examples include:

The National Bootcamp contracts

New College Durham bid for 44 bootcamps in total

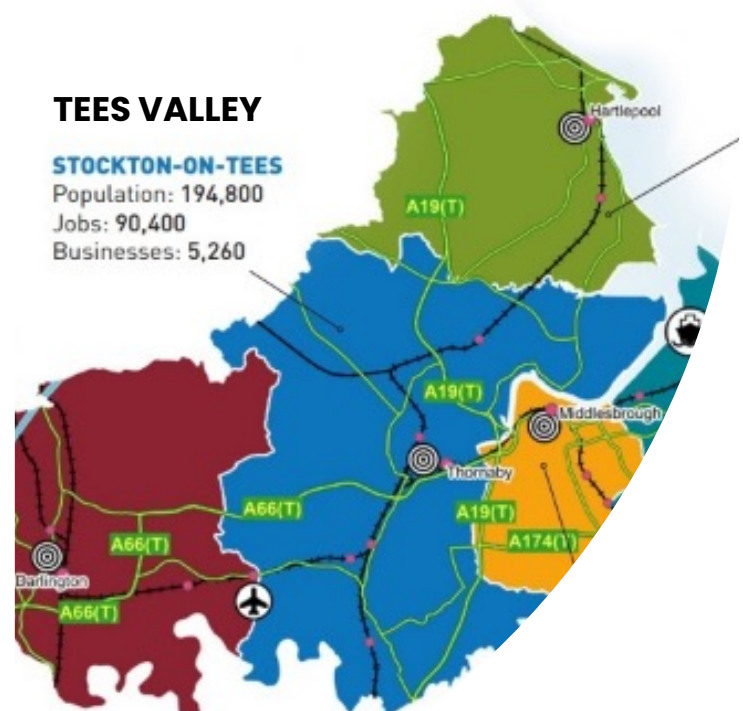
across five sectors (Business Admin, Construction, Creative and Design, Digital and Engineering and Manufacturing) with a value of £9.4m. NCD has been successful in 43 of the 44 bootcamp bids worth £8.8m over a two-year period commencing in February 2024.

The National Battery Training and Skills Academy

New College Durham is at the forefront of addressing emerging skills needs. For electric vehicle and battery manufacturing skills it is imperative that the immediate and future skills requirements of the industry are addressed. The North East through New College Durham hosts the National Battery Training and Skills Academy (NB TSA) under the leadership of Newcastle University in partnership with the College. A proposal was successful in securing £1.3 million funding from Faraday Battery Challenge aimed at equipping the industry with essential skills. The funding will deliver training programmes for both the current and future workforce, aligning with the projected growth in demand for these skills. There are clear progression pathways into battery related careers, including developing battery degree apprenticeships, as well as upskilling the existing workforce.

Our Region the North East

New College Durham is an integral partner in the North East working collaboratively across two Local Skills Improvement Plan (LSIP) areas. The College also works with key strategic partners such as Newcastle University, Northumbria University and Durham University, Durham County Council, North East of England Chamber of Commerce (NEECC), North East Automotive Alliance (NEAA) and voluntary sector organisations. New College Durham now resides within the newly formed North East Combined Authority (NECA).





The following are some examples of how this partnership approach is having a positive impact on meeting the Skills Plans for the region:

- Through both the Institute of Technology and work with local employers and university partners the College has grown and expanded its higher and degree apprenticeships. The College now offers apprenticeships at level 4 and above in ten Sectors. Higher and degree apprenticeships have increased from 139 apprentices on-programme in 2019–20 to 233 in 2023–24. Their design, away from traditional HE delivery models is supporting greater agility to meet employer and learner need.
- Curriculum advisory meetings inform the College’s curriculum offer. A significant majority of employers then continue to work with delivery teams and learners throughout the year to support skills development of our learners. In many instances, these same stakeholders then recruit learners into their own organisations. This ensures a clear alignment of the intent of each curriculum area with the skills needs of that sector and evidences the curriculum offer is right for learners.
- A key feature of the environment the College operates in is the need for effective and focused response to the rapidly developing Green Skills needs within the region. To ensure the College is positioned to meet the needs of stakeholders, leaders and managers have sourced and secured additional premises within County Durham and the North East region. The College continues to lead the collaboration with employers and stakeholders and ensures the emerging Green Skills curriculum is planned and taught effectively.
- The College successfully delivered the Strategic Development Fund (SDF) project working with local Colleges, providers, and Health Education England in addressing the skills gap in both Science Manufacturing and Health Science. New College Durham is leading the development of the Health Science Apprenticeship routes for Level 2 and Level 4.
- In addition to meeting ‘traditional’ sectors’ skills needs, the College is proactive in preparing learners and other stakeholders for emerging skills needs too. There has been significant investment through capital funding to ensure that the facilities for the College are in line with those in industry and ensure learners are able to develop the skills that are needed. The New College Durham Automotive



Electrification curriculum remains one of the best in the region. Through an innovative collaborative development programme, with the High Value Manufacturing Catapult, the College led the production of an Electrification module which is now delivered across the country through the Institute of Technology network.

- The College has engaged in the pilot waves of Skills Bootcamps supporting the regional upskilling of adults in areas such as green skills and digital. This has involved working in partnership with several colleges in the region to support the scale and reach of these re-skilling opportunities. To date more than 2,323 learners have engaged with the bootcamps across the region. The range of bootcamps has extended to include project management, Heavy plant operation, Electrification of Vehicles and Offshore Wind.

At a local level, County Durham's employment landscape reflects its historical and economic transitions, shaped by both its industrial heritage and its modern adaptations. The region, once dominated by coal mining, has seen a significant shift in employment sectors due to the decline

of traditional industries. Today, employment in County Durham is spread across various sectors including public services, manufacturing, and an increasing focus on technology and research.

The public sector remains one of the largest employers in the region, with education and healthcare at the forefront. New College Durham stands as the largest further education college in County Durham, renowned for its comprehensive range of vocational and academic courses that cater to a diverse learner population. Offering a blend of A-levels, vocational diplomas, higher education degrees, and apprenticeships, the College is pivotal in shaping the skilled workforce of the region. Its modern campuses are equipped with state-of-the-art facilities, including Advanced Manufacturing workshops, electrification training workshops, a new £5 million Centre of Construction Excellence, THE Hub, an investment of £11m which houses realistic hospital wards, dental suite and optical room, provides practical, hands-on experiences crucial for learner development. These investments are a critical part of the Colleges five-year Estates Strategy to enable curriculum needs. Manufacturing retains a strong presence in the area, though the focus has shifted from traditional

heavy industries to high-tech manufacturing, including automotive and advanced engineering. Companies such as Pragmatic, Cummins and Tritonic have set up significant operations in the region, revitalising local employment opportunities and providing jobs that demand a range of technical skills.

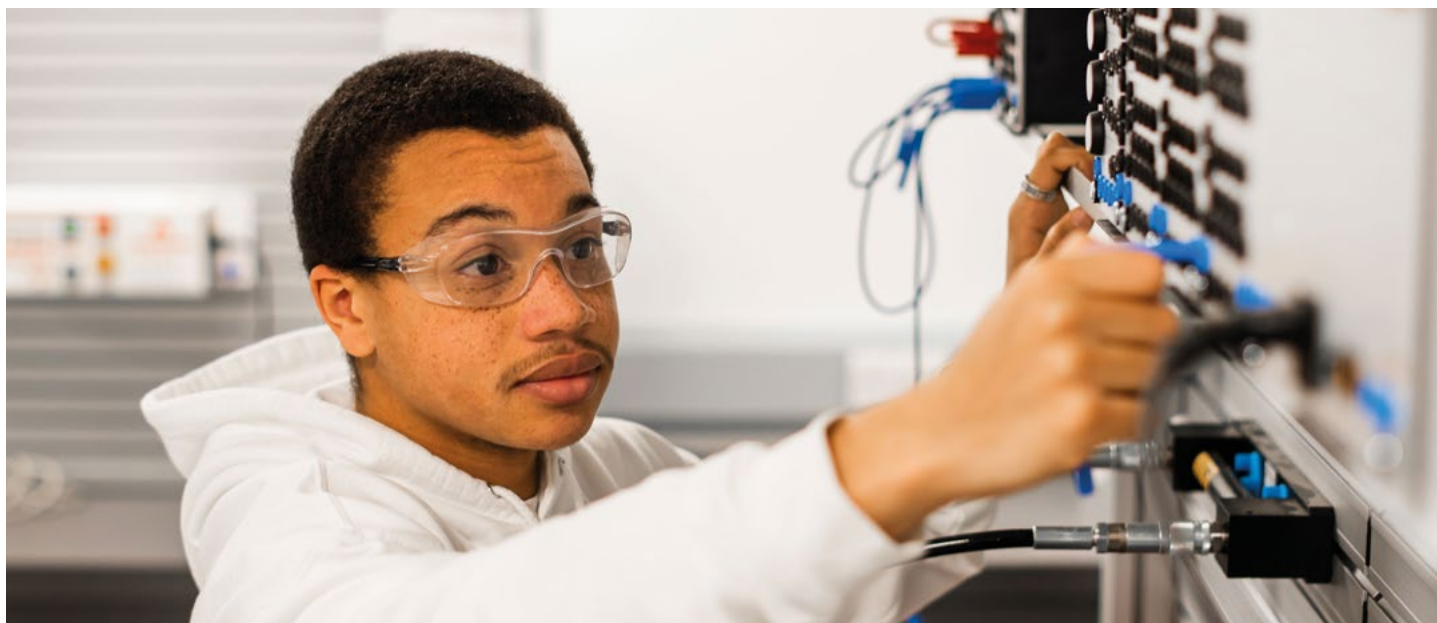
In recent years, there has been a concerted effort to nurture the technology sector, centered around NetPark in Sedgefield, which is one of the largest science parks in the UK. This park hosts companies specialising in electronic, microelectronic, and photonics technologies and is a critical part of the county's strategy to create high-skilled jobs and attract investments.

Tourism also plays a vital role in the regional economy, leveraging the county's rich historical and natural assets, including the UNESCO World Heritage Sites of Durham Cathedral and Castle, as well as the natural beauty of the Durham Dales and the North Pennines. The tourism sector

supports numerous jobs in hospitality, retail, and leisure, contributing significantly to employment in rural communities. New College Durham plays a pivotal role in various advisory boards in influencing the skills needs for this area and actively driving Visit County Durhams initiatives.

However, despite these positive developments, County Durham still faces challenges with higher-than-average unemployment rates compared to the national figures, and certain areas within the county experience significant socio-economic deprivation. The local government and various non-governmental organisations are actively engaged in initiatives aimed at improving employability and skills among the local population, focusing on sectors with potential for growth such as digital technologies and green energy, which are seen as crucial for the future economic resilience of County Durham.

The county has a population of approximately 530,000 people. The demographic composition



largely consists of white British, accounting for about 95% of the population, with small but growing communities from other ethnic backgrounds, including South Asian and Eastern European groups, contributing to the cultural diversity of the area.

The population is distributed unevenly across the county, with denser concentrations in urban centers such as Durham City, Chester-Le-Street, and Bishop Auckland, and more sparse populations in the rural uplands and dales. The age distribution in County Durham shows a slightly older demographic compared to national averages, with a higher proportion of residents over the age of 45. This is indicative of the broader trends affecting rural and post-industrial areas in the UK, where younger populations tend to migrate towards larger cities for education and employment opportunities.

Economically, the county faces challenges such as higher unemployment rates and lower average

incomes compared to the national figures. These economic factors, combined with the aging population, influence social services and community needs.

The College is working in partnership with key local and regional stakeholders to realise the ambitions of the government's 'Skills for Jobs' ambitions in our region. As a 2020 T level provider New College Durham have led the development of T levels. Partnerships with employers are supporting a significant breadth of industry placements, associated support for the sequencing of key knowledge skills and behaviours and significant Apprenticeship growth. The College is an active and responsive partner to employers, NELEP, NEAA, NOTCA and TVCA, ensuring continuous innovation and investment into meeting the needs of learners and employers.



Approach to developing & building on the statement

New College Durham: Pioneering the future of education

New College Durham's Annual Accountability Statement provides a summary of the overarching mission, strategy, and key objectives of the College for 2024/2025 demonstrating how these relate to national, regional and local priorities. It augments evidence drawn from a range of sources, including:

- Our Strategic Plan, Self-Assessment Review and Quality Improvement Plans
- Our employers and learners from surveys, focus group meetings, our Industry Advisory Boards and the North East Institute of Technology Anchor Partners and stakeholders.
- The Local Skills Improvement Plans for the Tees Valley, North of Tyne and North East.

New College Durham is entering an exciting period of reviewing its educational reach and preparing itself for significant changes to meet the ever-changing education horizon.

The College community from staff through to Governors are reviewing three aspects.

1. College of the Future
2. Curriculum of the Future and
3. Workforce of the Future.

One of the cornerstone principles guiding New College Durham's vision is the blend of academic rigor with practical, real-world application. The College has forged dynamic partnerships with

industry leaders, creating immersive learning experiences that bridge the gap between theory and practice. Through hands-on projects, internships, and collaborative ventures, learners gain invaluable insights into their chosen fields, empowering them to thrive in competitive professional environments.

Central to the College's innovative ethos is its embrace of cutting-edge technologies as catalysts for learning transformation. Leveraging advancements in artificial intelligence, virtual reality, and data analytics, New College Durham has developed a bespoke digital ecosystem that revolutionises every aspect of the educational journey. From personalised learning pathways tailored to individual learner needs to immersive virtual laboratories that simulate real-world scenarios, technology serves as an enabler of limitless possibilities, empowering learners to explore, experiment, and excel in ways previously unimaginable.

New College Durham's commitment to innovation extends far beyond the confines of technology. Embracing a holistic approach to education, the College places a strong emphasis on nurturing the intellectual, emotional, and social well-being of its learners. Through a comprehensive support network encompassing counseling services,



mentorship programs, and community engagement initiatives, New College Durham fosters a culture of inclusivity, belonging, and empowerment, ensuring that every learner has the opportunity to thrive and succeed.

New College Durham recognises the imperative of sustainability in shaping the future of education. The College is dedicated to integrating environmental stewardship into every facet of its operations, from working towards a target of Net Zero by 2050 to sustainability-focused curriculum initiatives. New College Durham seeks to cultivate a generation of leaders who are not only equipped with the knowledge and skills to excel in their chosen fields but also possess the ethical compass to navigate the challenges of a rapidly changing world.

Through strategic partnerships with educational institutions and corporations the College facilitates

cross-cultural exchange, collaborative research endeavors, and international study programs that enrich the educational experience and broaden learners' horizons.

New College Durham represents a bold reimagining of what a college can and should be in the 21st century. With its commitment to innovation, excellence, inclusivity, and sustainability, the College is not merely adapting to the challenges of the future but actively shaping them. As a trailblazer in the field of education, New College Durham stands poised to **inspire, empower, and transform** the lives of generations to come, ushering in a new era of possibility, opportunity, and progress.



Designing Tomorrow's Curriculum:

New College Durham's Vision for Education Evolution

In the ever-evolving landscape of education, New College Durham stands at the forefront of innovation, poised to redefine the very essence of curriculum development for the future. With a visionary approach and a commitment to excellence, the College is pioneering new methodologies, embracing emerging disciplines, and reimagining traditional paradigms to create a curriculum that prepares learners for the challenges and opportunities of the 21st century.

New College Durham recognises the imperative of aligning its curriculum with the rapidly evolving needs of the workforce. In collaboration with industry leaders, employers, and professional organisations, the College conducts regular needs assessments to identify emerging trends, skills gaps, and market demands. Armed with this insight, the College develops dynamic, industry-relevant programs that equip learners with the knowledge, skills, and competencies needed to excel in their chosen fields.

New College Durham embraces the transformative potential of technology in shaping the curriculum of the future. Leveraging advancements in artificial intelligence, virtual reality, and data analytics, the College enriches the learning experience with immersive digital resources, interactive simulations, and adaptive learning platforms. By harnessing the power of technology, the College personalises

instruction, facilitates self-directed learning, and expands access to education, ensuring that every learner has the opportunity to reach their full potential.

In addition to embracing emerging technologies, New College Durham recognises the importance of fostering digital literacy and fluency among its learners. In an era defined by rapid technological change and digital disruption, proficiency in digital tools and platforms is essential for success in virtually every field. As such, the College integrates digital skills training and certification programs into its curriculum, empowering learners to navigate the digital landscape with confidence and proficiency.

Our investment in facilities and college estate will continue under a rolling five-year strategic plan that includes significant investment in a purpose-built facility to accommodate the emerging themes of industry.

New College Durham's vision for the curriculum of the future is **bold, innovative, and forward-thinking**. By embracing interdisciplinary collaboration, industry relevance, experiential learning, technological innovation, digital literacy, sustainability, and lifelong learning, the College is redefining the very essence of education for the 21st century.

Revolutionising the Staffing Workforce of Tomorrow

In the realm of further and higher education, New College Durham is not only shaping the future workforce but also revolutionising the staffing workforce itself. With a visionary approach and a commitment to excellence, the College is developing new approaches and methodologies to attract, develop, and retain a diverse and dynamic workforce capable of driving innovation, fostering learner success, and shaping the future of education.

Central to New College Durham's approach to staffing workforce development is a proactive focus on talent acquisition. Recognising that the success of any institution hinges on the calibre of its staff, the College implements innovative recruitment strategies to attract top talent from diverse backgrounds and disciplines. By leveraging digital platforms, social media, and targeted outreach initiatives, the College casts a wide net to identify individuals who embody its values, vision, and commitment to excellence.

New College Durham embraces innovative staffing models that prioritise flexibility, agility, and adaptability. Recognising the changing nature of work and the rise of remote and hybrid work

arrangements, the College explores alternative staffing structures, including industrial associates' contracts, remote work options, and project-based assignments. By embracing flexibility and agility in its staffing practices, the College attracts a diverse pool of talent and adapts to the evolving needs of its workforce and the broader education landscape.

Through effective workforce planning, New College Durham recognises the importance of succession planning and leadership development in ensuring the long-term sustainability and success of the College. Through mentorship programs, leadership opportunities, and talent management development, the College identifies and cultivates emerging leaders from within its ranks, empowering them to take on increasing levels of responsibility and leadership roles. By investing in the development of its future leaders, the College ensures continuity, innovation, and excellence in its staffing workforce for generations to come.

New College Durham's approach to staffing workforce development will be **forward-thinking, inclusive, and strategic.**

By prioritising talent acquisition, professional

development, equity, diversity, and inclusion, flexibility, employee engagement, and leadership development, the College is redefining the very essence of staffing in further and higher education. As a trailblazer in workforce development, New College Durham is not only shaping the future workforce but also leading by example, inspiring other institutions to embrace innovative staffing practices that empower staff, drive excellence, and transform the educational landscape.



Our Contribution to meeting the National, Regional & Local Needs

Action plan

One	
Accountability Strategic Objectives	Contribution towards National, Regional and Local Priorities for Learning and Skills
Continue to align the College for Qualification reforms.	<ol style="list-style-type: none"> 1. To continue to launch the T Levels as per roll out and keep a watching brief on the changes to academic, technical and apprenticeship provision. 2. Monitor any government changes that may impact on T Level roll out. 3. Remodel college estate and accommodation to meet the demand of an increase in academic and technical teaching and delivery. 4. Increase opportunities for work placements.
IMPACT	Allows learners to have the best possible outcomes to gain sustainable and progressive employment or progression into further FE or HE education.

Two	
Accountability Strategic Objectives	Contribution towards National, Regional and Local Priorities for Learning and Skills
To collaborate with ERBs (NEAA and NEECC) and NECA and other educational partners to shape and deliver key strategic skills for regional growth.	<ol style="list-style-type: none"> 1. Build upon the LSIF priorities to continue to address the needs of the region. 2. Review and reshape the College community to allow for adult internal delivery. 3. Recruit as agreed through the workforce strategy to be flexible and agile for staffing needs. 4. Continue to develop and deliver bootcamps and bespoke short courses which are industry led. 5. Continue to submit national and regional funding bids to secure funding to allow for skills training. 6. Meet the needs of the newly formed North East Combined Authority.
IMPACT	Ensure tomorrows workforce will be equipped with the vocational technical and digital skills required by employers.

Three	
Accountability Strategic Objectives	Contribution towards National, Regional and Local Priorities for Learning and Skills
Lead the NEIoT in collaborating to deliver key strategic skills for regional growth.	<ol style="list-style-type: none"> 1. Continue to enhance the strategic direction to address the needs for the region in relation to key high impact sectors such as Advanced Manufacturing, Construction and Green Skills over the next 5 years. 2. Consider an application to expand specialisms into NEIoT from the Department of Education. 3. Continue to seek innovative and dynamic opportunities to develop high level skills training. 4. Ensuring NEIoT is at the forefront of emerging technologies and sustainability for higher level technical skills and to be seeking additional funding to support employers in delivering such. 5. Be flexible in design and deliver to meet needs of working learners. 6. Continue to discuss with non NEIoT colleges/universities on collaboration and joining the partnership. 7. Prepare the NEIoT for re licensing
IMPACT	Promote partnership approach between FE/HE providers in region to align curriculum and delivery models for high value emerging technologies and Higher Technical Qualifications. To be prepared for re-licensing in July 2025.

Four	
Accountability Strategic Objectives	Contribution towards National, Regional and Local Priorities for Learning and Skills
Deliver key strategic and priority skills for regional growth.	<ol style="list-style-type: none"> 1. Identify critical skills that are in high demand within key industries to support regional growth, focusing on sectors identified as strategic for the North East's economy. 2. Enhance collaboration between educational institutions and industry leaders to ensure training programs are tailored to meet the evolving needs of the regional economy. 3. Implement targeted training initiatives and apprenticeship programs to equip the workforce with the necessary skills to thrive in high-growth sectors. 4. Encourage the development of skills related to emerging technologies and innovative practices to maintain the competitiveness of the North East's industries on a national and global scale. 5. Continuously assess the effectiveness of skills development programs and adapt strategies as needed to respond to new economic challenges and opportunities in the region.
IMPACT	Develop and resource a curriculum offer that establishes and retains digital and higher technical teaching capability across the region.

Five	
Accountability Strategic Objectives	Contribution towards National, Regional and Local Priorities for Learning and Skills
To develop a collaboration agreement for the four FE Colleges within Durham County.	<ol style="list-style-type: none"> 1. Strengthen cooperative ties among the four FE colleges to pool resources, share best practices, and tackle common educational challenges collaboratively. 2. Utilise the collective assets of the Colleges more efficiently to enhance the quality of educational offerings and operational efficiencies. 3. Carry out extensive skills planning and map against qualifications to ensure no skills gaps across the county. 4. Work towards standardising curricula across the Colleges where applicable, ensuring consistency and high standards of education for all learners. 5. Develop joint educational programs and initiatives that cater to regional employment needs, supporting learners in gaining relevant, employable skills. 6. Broaden access to higher education and training programs across the region, particularly for underrepresented and disadvantaged groups, by leveraging the strengths and specialties of each institution within the alliance. 7. Continue discussion with Durham University to enter the collaboration. 8. To develop a collaboration of the four FE Colleges, leading to a more integrated approach to education that maximises resources and improves academic outcomes across the region.
IMPACT	To develop a collaboration of the four FE Colleges, leading to a more integrated approach to education that maximises resources and improves academic outcomes across the region.

Six	
Accountability Strategic Objectives	Contribution towards National, Regional and Local Priorities for Learning and Skills
Review apprenticeship provision to align with curriculum changes and continue to grow and deliver high quality provision.	<ol style="list-style-type: none"> 1. Continue to develop high quality provision and add to College Curriculum Plan any new standards that meet regional and local needs. 2. Ensure the curriculum and the College's business development team to promote and develop programmes to allow for reskilling and upskilling as employers see this important to maintain employability at all levels. 3. Ensure there is a comprehensive curriculum mapping to ensure progression from all apprenticeship standards. 4. Ensure basic digital skills are embedded in apprenticeship standards. 5. Investigate flexible apprenticeship routes for shared short-term projects across employers. 6. Consider Accelerated Apprenticeships 7. Continue to develop and recruit higher apprenticeships.
IMPACT	Reviewing apprenticeship provision to align with curriculum changes has significantly improved the quality and relevance of the programs offered, ensuring they meet both current industry standards and future job market demands. This alignment facilitates continuous growth and delivery of high-quality apprenticeships, enhancing career opportunities for learners and meeting the workforce needs of the region.

Seven	
Accountability Strategic Objectives	Contribution towards National, Regional and Local Priorities for Learning and Skills
Develop a coherent and comprehensive long-term strategy to respond to the changes and challenges in our workforce development through recruitment and retaining staff.	<ol style="list-style-type: none"> 1. Through the development of our 3-year curriculum plans identify the needs of the curriculum and future staffing requirements 2. To understand the impact of the Qualification Reforms on the role of the teacher 3. To continue to support a culture of lifelong learning, to upskill and develop our current workforce to meet future needs. 4. Develop sustainable and empowering career and learning pathways for all staff. 5. Explore use of industry specialist staff to accommodate the curriculum content for current and new provision. 6. To increase opportunities for industry placements to ensure staff are at the forefront of industry developments. 7. Review new methods of working to alleviate teacher recruitment Increase opportunities for flexible employment packages into college. 8. Continue to encourage and support hybrid and other flexible means of working that are suitable to our working environment.
IMPACT	To recruit the right people for the right roles and achieve a flexible and responsive workforce in a high performing environment.

Eight	
Accountability Strategic Objectives	Contribution towards National, Regional and Local Priorities for Learning and Skills
Continue to assess and develop the Estates Strategy for high quality, appropriate facilities and resources.	<ol style="list-style-type: none"> 1. Create flexible and adaptable facilities to respond to curriculum demands and future skills requirements. 2. The development of the College estate will be underpinned by an ambitious modernisation programme which will enhance the learner/staff experience. 3. Continue to invest in teaching and learning facilities including up to date technology of the future which will further enhance the pedagogy of teaching to encompass metaverse and innovative delivery methods 4. Respond proactively to environmental and sustainability challenges. 5. Create flexible and adaptable facilities to respond to curriculum demands and future skills requirements. 6. The development of the College estate will be underpinned by an ambitious modernisation programme which will enhance the learner/staff experience. 7. Continue to invest in teaching and learning facilities including up to date technology of the future which will further enhance the pedagogy of teaching to encompass metaverse and innovative delivery methods 8. Respond proactively to environmental and sustainability challenges.
IMPACT	To provide high quality learning facilities and resources to meet the demand of the classroom and teaching of the future and allow innovation for teaching staff and learners.

Corporation Statement

On behalf of New College Durham Corporation, it is hereby confirmed that the plan as set out above reflects an agreed statement of purpose, aims and objectives as approved by the corporation at their meeting on 25th May 2024.

The plan will be published on the College's website within three months of the start of the new academic year.



**ANDY
BROADBENT**

Principal/Chief Executive
and Accounting Officer

25 May 2024



**STEPHEN
KING**

Chair of Governors

25 May 2024

Supporting Documents

- [1. New College Durham Strategic Plan 2021-2026](#)
- [2. New College Durham OFSTED Inspection Report January 2023](#)





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