



IMPACT REPORT 2023 / 2024



About SurreyFE

In 2023, the four SurreyFE Colleges (Nescot, East Surrey College, Brooklands Technical College and Activate Learning [Guildford, Merrist Wood & Farnham]) launched SurreyFE as an umbrella brand and vehicle to demonstrate our commitment to collaborative working.

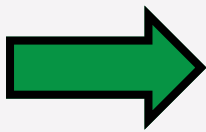


SurreyFE acts as a voice for the county's Further Education sector and its Colleges, to ensure it delivers the personal and practical skills and training needed by students, employers and the community.

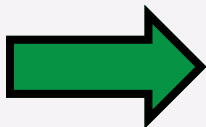


SurreyFE is at the heart of the strategic intention to deliver the local, regional and national targets, for 16 -18 education and training, Apprenticeships, Higher Education and Adult Training and upskilling, in the county and supporting areas. The Local Skills Improvement Plans and the Surrey Skills Plan, underpins this work.

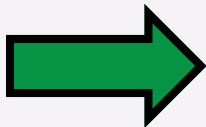
Our Purpose



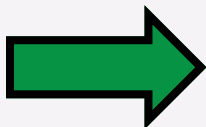
To share and celebrate good practice, bringing together specialist teams to share and learn from each other's expert, skills and knowledge.



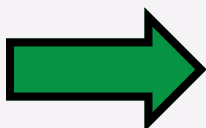
To develop strategic collaborations that result in successful and sustainable outcomes for the benefit of all colleges and our students.



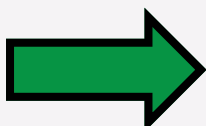
Oversee implementation and direction of collaborative projects led by our specialist teams.



Bring together governors from the respective colleges for project work, professional development and collaborative working.



Build and steer productive relationships at all levels of the respective organisations, seeking benefits wherever possible and building a strong partnership of trust and professional support.



Seek new mechanisms for working across Surrey e.g. through funding and bid applications for the benefit of all organisations, our students and our communities.



“With a changing skills landscape which saw responsibilities of both the EM3 and Coast to Capital Local Enterprise Partnerships (LEP) integrated into Surrey County Council in March 2024; and the planned devolution of the Adult Skills Budget to Surrey County Council from 26/27; we recognise that to best serve the needs of all our learners and employers in Surrey, we need to build on well established relationships to forge a single collaborative FE voice for our region.

This is why we created SurreyFE, providing a single response to these many changes, ensuring strong governance of our skills offer in partnership with Surrey County Council.

This is why SurreyFE provides new opportunities for Surrey teachers and college support staff to collaborate and share best practice across the region through skills competitions and communities of practice groups and delivery of the Local Skills Improvement Fund.

And this is how SurreyFE will need the Local Needs Duty to ensure that no one is left behind.”

Gary Headland
Activate Learning

Julie Kapsalis
North East Surrey
College of Technology

Lindsay Pamphilon
East Surrey College

Christine Ricketts
Brooklands Technical College

Our Impact in Numbers in 23/24

SurreyFE is working on a number of ongoing pillars of activity to meet the Local Needs Duty. The first pillars were delivered in response to Surrey Chamber of Commerce's Local Skills Improvement Plan and Local Skills Improvement Fund which provided the budget for subsequent collaborative activity.

See **Annex A: Table showing activity meeting LSIP or LSIF priority** for activity against priority.

A. Local Skills Improvement Plan (LSIP) Priorities and Impact

SurreyFE established and delivered new, joint meetings with Principals/CEOs, Chairs and Governance Professionals from across the four organisations.

The result of this work was a **Devolution Summit** held in March 24 in response to the Skills Act (2022) attended by representatives from the Corporations across SurreyFE. Attendees conducted a review of how well the curriculum across the Surrey landscape meets local skills needs and LSIP priorities.

Governors considered the LSIP priorities to identify any potential gaps and further opportunities for collaborative working.

The outcome from this was that SurreyFE governors:

- Broadly agreed that the local skills needs are being met by the Surrey Colleges.
- Acknowledged the impact of the introduction of SurreyFE in developing strategic collaborations for the benefit of all our colleges and students.
- Identified the need to better understand the 19+ demographics in the context of devolution and the adult skills budget.

This led to data analysis of the adult education landscape which is being used to inform further activity resulting in new Key Performance Indicators (KPIs) for us to deliver in 2024/25 academic year.

Strategic Leadership – Skills & Devolution

Principal/CEO Monthly Meetings

New 'Skills and Devolution' monthly meetings were established by Principals/CEOs to collectively focus on the upcoming County Deal. This included a session with Surrey County Council to establish & renew working relationships in anticipation of the new Adult Skills Fund from 2025 and contributions from the Association of Colleges (AoC).

Meetings were informed by frequent updates from Surrey County Council on the Surrey landscape, the skills agenda and Surrey devolution as part of the County Deal.

Impact of these meetings:

- i. **Sharing of responsibilities** to represent SurreyFE on key Surrey Boards such as LSIP and Surrey County Council Groups. For example: Activate and NESCOL attend **One Surrey Growth Board** (Coast to Capital representation), East Surrey College and NESCOL attend **Surrey Skills Leadership Forum** (Coast to Capital representation). Brooklands Technical College chairs the **SurreyFE** group (three-year tenure). SurreyFE Principals/CEOs collectively attend the **Phase Council**.
- ii. **Shared Management Training** for NESCOL and East Surrey College.



B. Local Skills Improvement Fund (LSIF) Activity and Impacts

Revenue funding was available from the Enterprise M3 LSIF to formalise the SurreyFE collaboration further in 23/24 to support Project 3: Cross-Cuttings Skills: Digital. Priorities were:

- Drive innovation through peer knowledge transfer across/between FE, Level 3-5 providers, ITPs and businesses.
- Inter-peer staff development across project areas, for example staff experience in immersive spaces sharing knowledge and resources with providers who are developing new provision.
- Collaborative CPD shared across project areas across providers.
- A review of systems and practices.

SurreyFE responded by delivering the following initiatives:

1. Thematic Peer Groups – Sharing Best Practice

Activity was focused on establishing two thematic peer groups – one for a business support team and one for teaching & learning. We achieved the following:

TEACHING & LEARNING:

9 peer group meetings took place involving 16 staff with teachers feeding back that the group,

“...provides a way to benchmark current practices, policies and mindsets” and,

“I think being able to collaborate gives opportunities to develop your own practice and implement new ideas or technology that you would not have thought of otherwise”

HUMAN RESOURCES:

10 collaborative HR meetings involving 13 staff staff, sharing best practice in recruitment and use of AI HR staff said,

“We are hoping... it [AI] can be used to help review the quality of the new starter induction to analyse trends from the new starter survey” and,

“...useful to connect with HR colleagues from other colleges”

2. Thematic Peer Groups – Digital CPD

The LSIF had a cross-cutting skills theme of 'Digital' which was focused on the installation and use of new immersive learning spaces. To support this, SurreyFE provided an Immersive Technology CPD Programme for teachers delivered by Activate Learning's Digital Development Manager. We provided half training covering:

- Outreach & Staff engagement - The opportunities immersive IT offers for staff and learners.
- Immersive lesson planning.
- Inclusivity & Creativity - How T&L in immersive spaces can catalyse creativity, often in unexpected curricula.

We achieved:

44 staff trained including 9 from ESC, 13 NEScot, 13 Brooklands Technical College and 9 from Havant & South Downs College.

Over 90% staff thought the CPD would 'change the way you will approach T&L in immersive areas'

Teacher feedback "This has given inspiration and ideas for how the tech will be used at college and the opportunities and skills it offers students"

A separate CPD session was held on AI called 'Getvirtualbrain AI' which was delivered to 29 staff from the Teaching & Learning and HR thematic peer groups. The training was impactful with staff saying:

Teacher feedback, "It was useful to hear other colleges approaches and also useful to be shown the range of possibilities of using AI."

HR staff feedback, "I found the demonstration of the Virtualbrain application very informative and I have since created a free account and used it to amend a couple of procedure amendments."

3. Collaborative Competitions

Supporting the objective to drive innovation through peer knowledge transfer across/between FE, Level 3-5 providers, ITPs and businesses, SurreyFE delivered a logo competition for its own brand and 4 skills competitions:

SurreyFE ran a student competition to 'Design our Logo' with Charlotte Ashton's logo winning from East Surrey College.

Judge **Jack Kennedy – Surrey County Council, Head of Economy and Growth** said, "A large part of my role involves reviewing the skills required in the area and filling future talent, requiring me to work very closely with Colleges and I am blown away by the talent on display today"

4 skills competitions ran in Spring term 2024 in carpentry, hairdressing, environmental and digital creative.

415 students took part in 19 teams.

243 SEND students participated in environmental competition with 11 Rotarians supporting.

11 employers were competition judges.

131 staff attended the competitions to watch.



4. Teaching & Learning Conference 2nd July 2024

SurreyFE's inaugural conference was themed around behaviours and attitudes as a cross-cutting challenge everyone faces. Teachers devised joint strategies and approaches to address a sector-wide issue.

200 staff attended from 4 college groups providing:

Peer sharing of 'takeaways' on managing behaviours & attitudes

16 SurreyFE teachers delivered expert sessions

2 Education Training Foundation sessions

3 sector experts:

- Key note speaker Dr. Kate Webb covering teaching, teenagers and behaviour
- Dan Beale talking on Metacognition
- Scott Hayden discussing digital technologies in teaching

2 sessions run by National Autistic Society on how to better support autistic learners in the classroom

1 immersive pod on site for hands-on CPD



SurreyFE's Strategic Goals for 24/25

SurreyFE has identified the following as our Strategic Goals for 24/25 which will be achieved through a number of KPIs delivered through our newly formed work streams and associated task and finish groups.

These tie directly to the new Government's "five missions to rebuild Britain":

1. To work collectively with Surrey County Council (SCC) on the planned devolution of Adult Skills in 2026/7 and their desire/request to Government to align the LSIP/ LSIF area with the County Deal from 2025 – **supporting to kickstart economic growth**;
2. Collectively, continue to map curriculum against LSIP/regional priorities and in response, further develop the curriculum to meet local needs – **supporting to kickstart economic growth**;
3. To work with Surrey County Council on collectively addressing barriers to participation e.g. participating in Bootcamps, programmes with Job Centre Plus and the voluntary & community sector – **breaking down barriers to opportunity**;
4. To launch the SurreyFE website/portal and related branding to support recruitment and progression across Surrey Colleges which will, in turn, **support both economic growth and breaking down barriers to opportunity as learners progress through a 'whole Surrey' offer**;
5. To develop proposals for further project-based collaboration and continuation of competitions, CPD and the annual Teaching & Learning conference which includes **making Britain a clean energy superpower** as SurreyFE shares best practice on curriculum development for retrofitting and sustainability;
6. To work collectively with large employers to address skills needs e.g. NHS, Ringway and airports which is vital in order for us to **build an NHS fit for the future** and support employers to meet skills gaps to **ensure productivity growth**.

Annex A: Table showing activity meeting LSIP or LSIF priority

Activity	Impact Data	Activity aligned to:LSIP (Local Skills Improvement Plan), orLSIF (Local Skills Improvement Fund)
Devolution Summit – March 24	<p>Attended by:12 Governors4 Principals/CEOsRepresenting 4 college groupsSurreyFE governors agreed local skills needs are being met & acknowledged the impact of SurreyFE in developing strategic collaborations for the benefit of all our colleges and students – including within Accountability Statements.Data analysis subsequently done is now being used to inform further collaborative activity to support devolution agenda.</p>	<p>LSIP Priority 2: Facilitate responsive and inclusive curricula - c: Create opportunities for governors and senior leaders to convene to update on the local economy and labour market to inform Annual Accountability Statements and curriculum planning LSIP Priority 3: Coordinate networks and collaboration - a. Work with local strategic skills leads to identify and ensure there is an effective range of strategic groups with distinctive roles and responsibilities that can collectively make a positive impact on the local skills landscape and respond appropriately to employers’ skills needs.</p>
New Skills & Devolution Principal/CEO Monthly Meetings	<p>Attended by:4 Principals/CEOsAgreement established for shared attendance at key Surrey Boards/groups such as LSIP and Surrey County Council Groups as SurreyFE.Joint Management Training for NESOCOT and East Surrey College.</p>	<p>LSIP Priority 3: Coordinate networks and collaborationb. FE colleges in the LSIP area to come together and provide a collective view on what each of their specialisms are and highlight what the “coverage” of course provision looks like across the LSIP area (connection to “skills portal”)e. LSIP project team to meet with individual colleges (via principals and relevant colleagues) to discuss ways they are implementing the LSIP priorities and support in connecting them to key initiatives and networks</p>

<p>Thematic Peer Groups – Sharing Best Practice</p>	<p>Human Resources Group: 2 leads meetings, 8 subgroup meetings for 13 staff. Teaching & Learning Group: 3 face to face peer groups, 6 further online meetings for staff.</p>	<p>LSIF: Project 3 Collaboration and Coordination Activities to: Support review of systems and practices, and Drive innovation through peer knowledge transfer across/between FE</p>
<p>Thematic Peer Groups – Digital CPD</p>	<p>Activate Learning ran immersive technology training for 44 staff from 5 college groups. “Getvirtualbrain AI” CPD session for HR & teaching & learning group combined for 29 staff.</p>	<p>LSIF: Project 3 Collaboration and Coordination Activities to support: Inter-peer staff development across project areas, for example staff experience in immersive spaces are sharing knowledge and resources with providers who are developing new provision.</p>
<p>Collaborative Competitions</p>	<p>SurreyFE’s ‘Design our Logo’ competition 4 skills competitions ran in Spring term 2024 in carpentry, hairdressing, SEND/environmental and digital creative 415 students participated from 19 teams. 243 SEND students participated in environmental competition involving 11 Rotarians providing external support. 11 employers were competition judges 131 staff attended skills competitions</p>	<p>LSIF: Project 3 Collaboration and Coordination Activities - Supporting the objective to drive innovation through peer knowledge transfer across/between FE.</p>
<p>Teaching & Learning Conference July 2024</p>	<p>200 staff attended from 4 college groups: Sessions delivered by: 16 SurreyFE teachers 2 x Education Training Foundation 3 sector experts leading sessions – Dr. Kate Webb, Dan Beale, Scott Hayden 2 x National Autistic Society 1 immersive pod for hands-on CPD</p>	<p>LSIF: Project 3 Collaboration and Coordination Activities – Improved Quality by staff undertaking CPD or benefitting from cascade training.</p>