

ANNUAL REPORT 2011 - 2012





Dave Linnell OBE and Philip Rees officially open the Plymouth Business Space.



Philip Rees



Dave Linnell OBE

Overview

The year 2011-12 was one in which we built on the achievements and progress of recent years. We continued to deliver strong success rates in further education, higher education and apprenticeships. Our partnerships continued to develop across Cornwall and beyond, allowing us to provide education and training to more learners. We secured capital funding for improvements in the estate and therefore the student experience. In addition, our expertise in enterprise and employability, and community engagement, has been recognised by Ofsted.

Further education long course success rates were at 80.4%, with outstanding performance in many areas. Apprenticeship success rates at 80% are among the best in the country and relationships with businesses continue to be highly effective. Recruitment to our higher education courses reached the highest level in the thirty year history of Cornwall College providing university courses. This recruitment was accompanied by very high student completion. Just as importantly, feedback from our learners was very positive and showed yet further improvement on previous years.

The Corporate Management Team and the Board are committed to the improvement of the student experience. A significant investment has taken place in the development of catering facilities at Saltash, arts and media facilities at Camborne, and higher education provision at St Austell. Major investments have commenced in construction and catering at Camborne, and in facilities at Duchy College Rosewarne. A new marine science facility has been established at Falmouth Marine School. All of these investments will enhance the experience of learners.

Relationships with partners remain very good, both in Cornwall and beyond. A Business Space to serve North Cornwall has been opened at the site of Launceston College and the Cornwall School of Tourism and Hospitality has been established with south east Cornwall secondary schools at St Mellion International Resort. Together with secondary schools in Newquay and Wadebridge we opened the Atlantic Centre, which aims to enhance opportunities for 14-19 year olds; increasing participation in education and training. Another key partner is Plymouth University who are working with us to develop higher education courses in the county. We are grateful to all our partners for their support and commitment.

We have continued to develop a sound financial position, ensuring students are successful at the College. Effective cost control has led to the positive financial outturn for 2011-12. The plan for 2012-13 remains the same, with a focus on recruiting students to appropriate programmes and ensuring their experience is of the very highest quality. The College has continued to make excellent progress in the development of the Equality & Diversity and Sustainability agendas. Major investments have been made to place solar panels (700) in four of our seven colleges.

As we look forward, there will be a continued emphasis on the development of learning and teaching, and raising student success rates to the top decile. Further investments will be considered in the light of student numbers and aspirations. Employability is a characteristic of all our courses and a creative approach to curriculum change will be used to make this a more important feature of the student experience.



Cornwall College Business apprentice Lizzie Hosken, EAL Advanced Apprentice of the Year.

There have been many examples of students achieving major awards locally, regionally and nationally and they are too numerous to mention them all. However, included among these awards are:

- Cornwall College Business apprentice Lizzie Hosken was named EAL Advanced Apprentice of the Year at the 2012 National Apprenticeship Awards.
- Nicola Morris of Cornwall College Newquay won the Best Example of Innovation in a STEM Course or Training Programme category, at the NEF Innovation Awards 2012, for SINNG (Student Invasive Non-Native Group); a Defra funded student Local Action Group working to increase action and awareness on Invasive Non-Native Species.
- Cornwall College apprentice Jack Keough won the acclaimed Apprentice of the Year award at Cornwall Construction Group's Annual Apprentice Awards.
- Matthew Fletcher, an apprentice electrician from Addinalls Ltd in Penryn who trains at Cornwall College St Austell, picked up the Silver medal in the SkillELECTRIC category during WorldSkills UK held in Birmingham.
- Cornwall College Students' Union and Cornwall College won the Learning and Skills Improvement Service award for Innovative Approaches to the Learner Voice.

The year 2011-12 has been one of considerable success and progress. We are proud of the achievements of our students, grateful to our staff for their unstinting efforts and hope you find the information in this Annual Report an indication of the energy at Cornwall College.

Yours sincerely

Philip Rees
Board of Governors, Cornwall College

Dave Linnell OBE
CEO and Principal, Cornwall College



FdSc Wildlife Education & Media student Alex Robinson-Burge (centre) and fellow students.

"It's a great place
to be and a great
place to study."

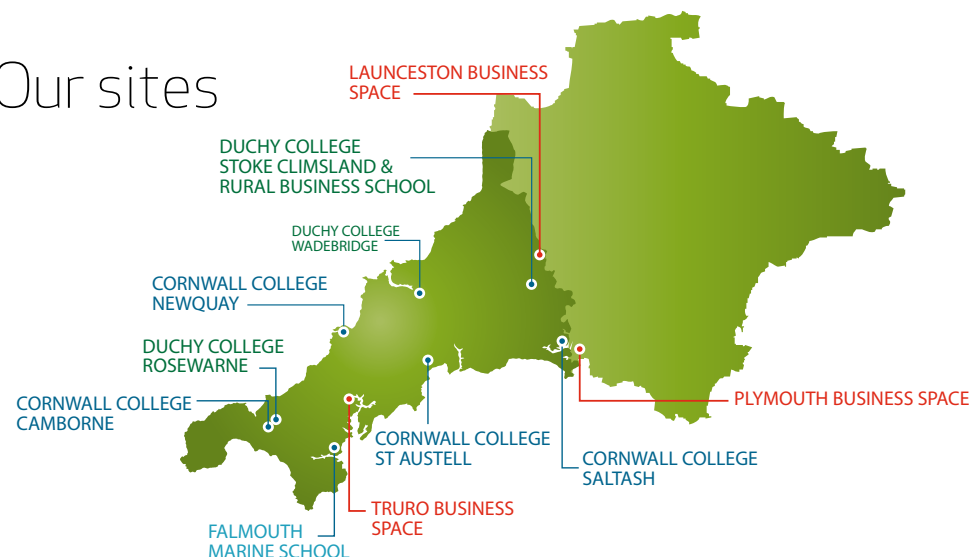
Alex Robinson-Burge, FdSc Wildlife
Education & Media

Key Facts

- 27,341 learners on further education courses
- 2,108 learners (full-time and part-time) on higher education courses
- 4,514 learners on work-based learning programmes
- 4,503 16-18 year olds on full-time courses
- 15,820 adult learners on full-time or part-time courses

CENTRE FOR HOUSING & SUPPORT
WORCESTER

Our sites



Highlights

2011-12 was the second full year of activity under the current Strategic Plan which runs from 2010 to 2015. Good progress has continued against our strategic objectives. Of particular note are:

The overall long course success rate for further education learners was 80.4%, see page 30.

Work with employers continued to develop, with an apprenticeship success rate of over 80%, see page 14.

Recruitment to our higher education courses reached the highest level in our 30 year history of providing university courses, see page 11.

We have received national recognition for our work in embedding enterprise and entrepreneurship into education, see page 18.

We are proud of our award winning students' many successes in 2011-12, a few examples are highlighted in this report including the annual Student Star Awards, see page 29.

We are ahead of our 2020 targets for reducing carbon emissions, see page 27.

We have achieved national acclaim for our exceptional strength and capabilities in the areas of science, technology, engineering and mathematics, see page 21.

The operating surplus in 2011-12 was £2.48m, ensuring the College continues to develop a sound financial position, see page 36.



Dean Grey, a mature student from Falmouth, was named Further Education Student of the Year at the Student Star Awards.



Dave Linnell OBE, CEO and Principal of Cornwall College (centre) with pupils from Penrice Community College.

Our Learning Segments

14-16 Schools Partnerships

Over 1,500 students in Years 10 and 11 (aged 14-16) attend the College at least once a week over two years in order to include a vocational element as part of their Key Stage 4 programme of study.

This gives these students the opportunity to succeed in a vocational area that they may wish to develop as a career route post-16. For many students it offers an invaluable learning option alongside their school work and provides context for their studies. The College and its partner schools have developed a very strong curriculum, with learners choosing from a diverse range of subjects including hair and beauty, catering, health and social care, land-based engineering, construction skills and animal care.

The success rate for this provision is high at 83%, with achievement at 97%. Students have the opportunity to progress on to vocational courses post-16. During a recent review, learners talked in very positive terms about their experience of college and reported that they particularly valued courses with strong vocational links.

The Annual Feedback Report from partner schools was very positive about the quality of provision with 96% of schools reporting that the achievement of 14-16 learners was as expected or better than expected. The College, with its partners, is constantly reviewing the 14-16 curriculum offer in response to the Government's review of the national curriculum, changes to qualifications included in school performance tables and changes in demand from schools.



Curriculum Lead for A-levels, Russell Lawrance (top) celebrates with successful A-level students.

16-18 Learners

There were 4,503 16-18 year olds studying with us in 2011-12, taking courses ranging from academic subjects at our specialist A-level centres in Camborne and St Austell to the extensive offer of high quality vocational courses at our seven campuses. Many learners benefited from the specialist animal, marine and land-based courses at Cornwall College Newquay, Falmouth Marine School and Duchy College. Our learners have a choice of qualifications unequalled in the South West.

The overall long course success rate for 16-18 year old learners was 82%. The overall GCE A2-level success rate was 94% with 43% high grades (A*-B). On Level 3 BTEC courses 38% achieved Distinction* or Distinction and 29% achieved Merit.

City & Guilds and Edexcel reviewed the College's quality assurance systems for vocational qualifications, highlighting the quality of delivery. The Edexcel review in March 2012 commended '... the high degree of commitment and support that has been put in place to facilitate high quality delivery in all principle subject areas that are offered by Edexcel.'

The large majority of learners make good progress in comparison to their starting points. Overall value-added for both GCE A2-level and BTEC vocational courses scored between the 75th and 89th percentile and was rated excellent by Alps, the Advanced Level Performance System.

Learner feedback in the 2011-12 Exit Survey evidenced an improving three year trend in key areas such as teaching, course organisation, assessment, accommodation and equipment.

Learners are well prepared for their future through career progression planning and the tutorial programme; over 93% of 2011-12 full-time long course completers who reported destinations progressed to employment, education or training.

In response to the withdrawal of the Education Maintenance Allowance (EMA) in September 2011, the College subsidised travel for 16-18 year olds by freezing the cost of the annual bus pass.



Adult learner Rama Viswanathan now has a PGCE and the Certificate in Advanced Counselling Studies.

Adult Learners

Cornwall College's 15,820 full or part-time learners aged over 19 have a wide range of needs and ambitions and make up one of our biggest groups of learners. The College provides courses for those wanting to learn a new skill, upskill and retrain to progress in their careers. Courses could be qualification-oriented like accountancy, information technology, hairdressing or Access to Higher Education, or leisure-based like cake decorating, learning a language or how to salsa.

The success rate for adult learners for long courses is 78.1% and for short courses is 87.8%.

A key initiative launched in 2011 was the Work Skills Training Academy (WSTA) to meet the needs of the unemployed within Cornwall and Plymouth. This initiative takes a holistic approach to individuals from the initial steps of designing a career plan and building up work skills on appropriate courses, to gaining on-the-job experience and eventually securing employment. The WSTA has developed strong working relationships with Jobcentre Plus and the voluntary and community sector.

Adult learning is going through a time of enormous change, as the Government continues to make cuts to public sector spending. By 2015 the College will have seen a 25% reduction in its adult funding since 2011.

The College takes an innovative approach to developing opportunities for adults looking to benefit from education at any level. We are involved with a significant number of local community partnerships and employers in order to maximise the positive impact of this work. We are extremely proud of our track record in this area, with many of our projects being used as examples of best practice by Ofsted.

The report **Good practice resource - Strategic and practical support for local communities** can be found at Ofsted's website www.ofsted.gov.uk/resources.



Summer 2012 saw 900 of our students gain their degree.

IN PARTNERSHIP WITH PLYMOUTH UNIVERSITY



Higher Education

Over 2,000 students are studying a higher education (HE) course with Cornwall College.

As one of the very early adopters in providing HE in a further education setting, the number of students who are attracted by the wide range of courses available continues to grow. With the support of our partnerships with Plymouth and Coventry universities we are now one of the largest providers of HE in the South West.

In 2011 we expanded our postgraduate provision, adding a Research Masters at Duchy College (awarded by Plymouth University) to the MA Management we already provide (awarded by Coventry University). In early 2012 more undergraduate opportunities, in the form of foundation and honours degrees, Higher National Certificates and Diplomas, were approved by Plymouth University and added to the growing list of courses. Notably, many of these are delivered at our campus at St Austell, where the development of HE for mid-Cornwall has been a long-standing aim.

In June the academic standards of courses and quality of learning opportunities were praised by the Quality Assurance Agency in its Integrated Quality and Enhancement Review. We were awarded the highest grading in both areas with a particular focus on strong employer links. Our volume of academic research by highly qualified and industry experienced staff was also praised.

With the impending increase in tuitions fees nationally, the decision was made to set fees for September 2012 entry at £6,000. The rate, lower than many of the region's institutions, allowed the College to continue its commitment to accessibility, particularly within the Cornish community, whilst retaining a high level of quality. In summer 2012, 900 of our students (more than ever before) gained their degree.

Lecturer Richard Buckingham PGCE (right) chose to take extra qualifications in assessing.



Learning, Teaching and Assessment

We have a single-minded commitment to doing the best for our learners at every stage of their development and to ensuring that they realise their full potential. Our goals are to support the development of outstanding learning, teaching and assessment, and to make accurate judgements about the quality of our practice.

In 2011-12 we have:

- Re-designed our Performance Management process to ensure a clearer focus on learner outcomes, feedback and lesson observation.
- Run an extensive Initial Teacher Training and Professional Development programme, supporting staff in becoming fully professionally qualified.
- Run a series of cross-college development days bringing together curriculum teams to work on issues and shared themes.
- Run a Learning and Teaching Fair, bringing staff together to share best practice.
- Run a 3-day residential training programme on learner-led approaches to innovative, creative and enterprising learning.

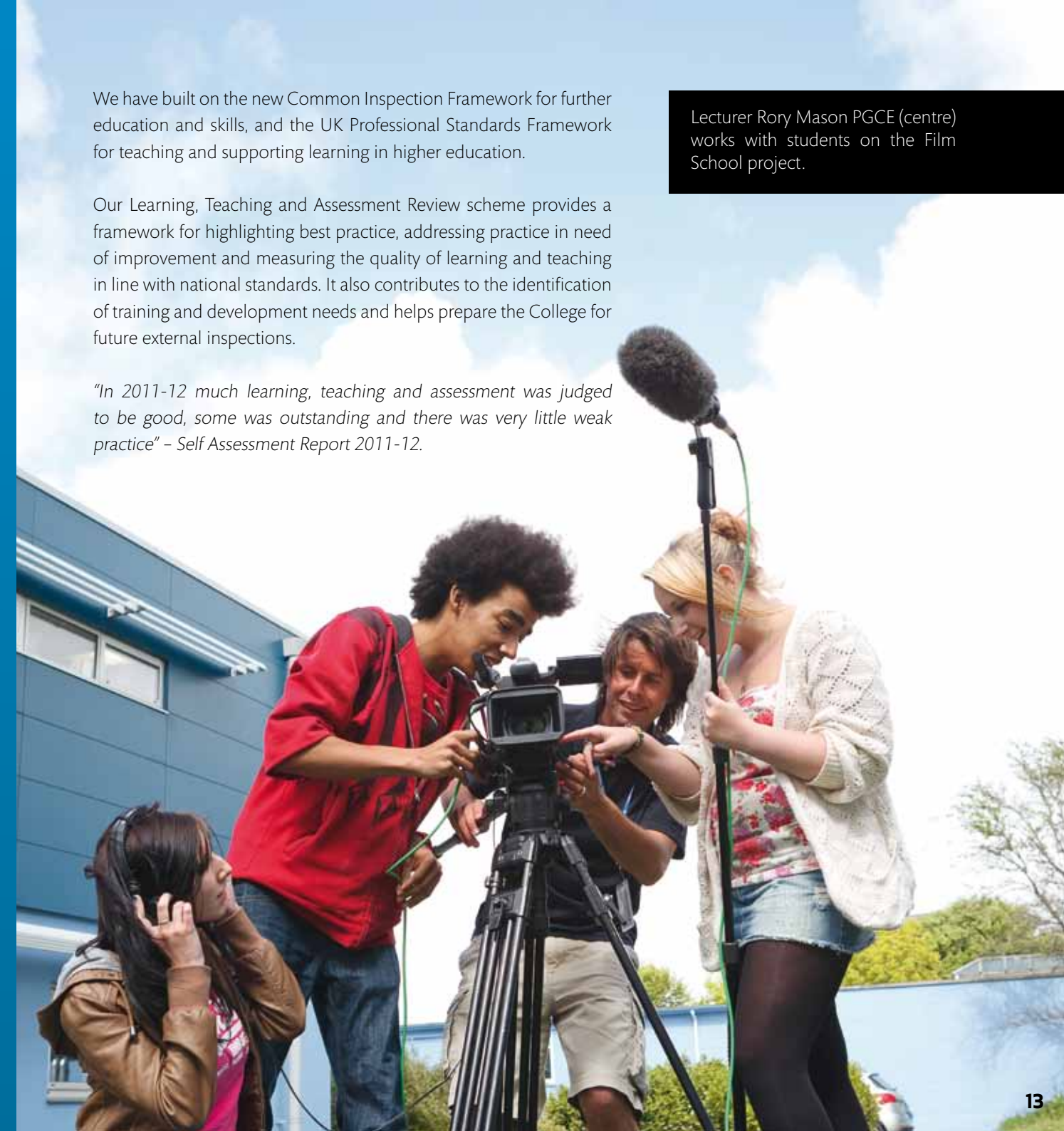
"This was by far the best training I have ever been part of. I am buzzing – if it made us teachers feel like this, how will learners feel in our lessons – I can't wait to get started." – Delegate after the 3-day residential programme, July 2012.

We have built on the new Common Inspection Framework for further education and skills, and the UK Professional Standards Framework for teaching and supporting learning in higher education.

Our Learning, Teaching and Assessment Review scheme provides a framework for highlighting best practice, addressing practice in need of improvement and measuring the quality of learning and teaching in line with national standards. It also contributes to the identification of training and development needs and helps prepare the College for future external inspections.

"In 2011-12 much learning, teaching and assessment was judged to be good, some was outstanding and there was very little weak practice" – Self Assessment Report 2011-12.

Lecturer Rory Mason PGCE (centre) works with students on the Film School project.





Employer Engagement

Cornwall College Business (CCB) is one of the largest single providers of training solutions to businesses in the South West. It works throughout the region offering qualifications, courses, bespoke training, consultancy and apprenticeships to businesses of all sizes.

In 2011 CCB developed its service to businesses in Devon by opening a second Business Space in the centre of Plymouth. Businesses in Devon are now supported by a local business development team, a programme of training courses delivered from the brand new venue and access to bespoke, flexible training in their area. This development has been followed by the launch of a third Business Space in Launceston to better meet the needs of businesses in North Cornwall. In an innovative and collaborative move, this was opened as part of a redevelopment of the boarding house at Launceston College; a venue well known to many in the business community, having once educated many who now provide leadership in the county.

CCB continues to work on significant funding contracts and in 2011 was the lead partner in the creation and delivery of the Cornwall Leadership Academy, providing leadership and management training to hundreds of public sector managers in Cornwall.

As the largest provider of apprenticeships in Devon and Cornwall with over 2,000 apprentices in training, CCB offers a wide variety of apprenticeships in over 42 vocational areas. Its apprenticeship success rate is over 80%; among the best in the country. In 2011, CCB demonstrated its commitment to apprenticeships by recruiting eight new apprentices to work across the College, with all of them securing full-time employment.

Plymouth Pavilions' Magdalena Dadas took advantage of training opportunities at Plymouth Business Space.

Paul Mason of Kawasaki endorses CCB's training.



"The training with CCB has enabled us to increase production to meet customers' demands."

Paul Mason, Kawasaki

Through the Government's Apprenticeship Grant for Employers of 16 to 24 year olds (AGE 16 to 24), which offers £1,500 to SMEs with no history of apprenticeships, CCB has managed to support many more SMEs to recruit an apprentice. The extension of this grant and the introduction of new apprenticeships, including sales and marketing, web design and media, and the Peter Jones Foundation's Apprenticeship in Enterprise, allow this work to continue.

CCB continues to support and promote the value of training by hosting the Excellence in Business Training Awards which celebrated its fifth year in January 2012. Ben Moran, an engineering apprentice with Pall Corporation was announced as Apprentice of the Year and the Winner of Winners; the first time that an apprentice has won this coveted award.

CCB monitors customer satisfaction carefully to ensure that service levels are maintained. In 2011:

- 92% are satisfied or very satisfied with CCB's service
- 91% rated CCB's trainers as excellent
- 91% said that CCB's training was good value for money*

*PFA Research January 2011

Rural Employer Engagement

Duchy College works with businesses in the land-based sector to support their development through two main business units: the Training Agency, an award winning apprenticeship service for the land-based sector, and the Rural Business School (RBS), which aims to lead sustainable rural change through education and training, knowledge transfer and applied research.

The Training Agency offers apprenticeships to the land-based sector in a number of different disciplines from agriculture, floristry and horticulture through to gamekeeping and veterinary science. It has won awards for its innovative approach to providing apprenticeships to co-operatives in order to share the costs and commitment of apprentices across more than one business.

Highlights in 2011-12:

- In the year from 1st November 2011 to 31st October 2012 apprenticeship starts grew from 300 to 349; an increase of 16% over the previous full year. The scale of operation allows the Training Agency to increasingly invest in specialist staff who provide the highest levels of training and support.
- Overall there were 85% Success Rates in 2011-12 across 285 apprentices supported by Duchy College, which is significantly higher than National Benchmarks.
- Duchy College has been a lead institution in the development of Higher Apprenticeships (Level 4) in agriculture that became available from January 2013.
- The partnership approach with employers, industry organisations and leading experts gives Duchy College apprentices the best of opportunities in their chosen career path.



Advanced Apprentice Diana Williams combines her apprenticeship with work on the family farm near Helston.



A Defra commissioned survey revealed the Healthy Livestock programme was the best advice and incentive scheme for farmers and land managers.

RBS works with the agriculture industry to manage a number of projects; offering different types of support and training to targeted parts of the land-based sector.

Key projects for 2011-12:

- Healthy Livestock is a Rural Development Programme for England (RDPE) funded project (£5.24m grant), developed by a range of organisations and led by the RBS to target 8,500 participants across the South West (1,700 of those in Cornwall). The project provides up to 70% funding towards designated training, discussion groups, veterinary and advisor mentoring and diagnostic testing. In a Defra commissioned large scale statistical survey carried out in June 2012, farmers voted Healthy Livestock the best advice and incentive scheme for farmers and land managers; all the others surveyed were national schemes.
- Clear About Carbon is a European Social Fund financed project with a mission to find new ways to increase climate and carbon awareness within businesses and the public sector. It achieved great success in 2011-12 working with staff in Cornish organisations to identify the most successful methods of engaging them to reduce carbon within the public sector supply chain and is on target to achieve all of its outputs by its scheduled end date of March 2013.
- The £4.7m Skills Programme is funded through RDPE to December 2013. RBS is the contract holder working alongside Lantra, the UK's Sector Skills Council for land-based and environmental industries, and the Royal Agricultural College. The project provides 50% support for training focused on the three themes of Leadership & Management, Operational Efficiency and Adding Value/Diversification. Training throughout the South West region commenced in September 2010 and to date 1,139 events have been delivered to over 11,800 participants across the six counties.
- The South West Healthy Poultry (Layers) and Game Bird Initiative, delivered by RBS in association with the West Country Layers Association, has delivered 55 well attended training events to over 870 participants. Its success has seen the RDPE funded project extended from April to December 2013 with a value of £405,000.



Rhys Spry is taking advantage of our status as the South West's Peter Jones Enterprise Academy Hub.

“Cornwall College is the only place in Cornwall to study with the Peter Jones Enterprise Academy.”

Rhys Spry
Enterprise and Entrepreneurship
BTEC Diploma

Enterprise and Employability

As part of our Strategic Vision for 2015, Cornwall College aims to be acknowledged as an enterprising and innovative organisation, well-managed and responsive to the external environment. To meet this, as well as ensuring all of our learners are achieving their academic and vocational qualifications to a high standard, we are preparing them for work and/or career progression by providing enterprise and employability skills, effective work placements and volunteering opportunities.

The Department for Business Innovation and Skills' strategy document Skills for Sustainable Growth clearly recognises the need to support enterprise, entrepreneurialism and employability.

We have an enterprising culture which stimulates and rewards innovation. To be outstanding in this area we must take risks and nurture enterprise and innovation skills in our learners and staff.

Cornwall College is the Deloitte Employability Centre for the South West region. The Deloitte course has been developed not only to equip teachers to deliver employability skills effectively, but also to enable teachers to embark upon their own personal journey, mirroring the experience their learners will go through in the classroom.



In the summer of 2011 Cornwall College became a regional hub for the Peter Jones Enterprise Academy. The academy enables young people who aspire to become entrepreneurs to realise and achieve their business dreams. Set up by Peter Jones CBE, star of 'Dragons' Den', the academy was the first in the UK to offer further education courses and apprenticeships in enterprise and entrepreneurship. Cornwall College was commissioned by the Peter Jones Enterprise Academy to develop the Advanced Apprenticeship framework and is involved with the development of the Higher Apprenticeship framework in Growth and Innovation.



Cornwall College and Plymouth University launched Unlocking Potential in November 2011. The partnership will develop to deliver a collaborative and demand-led Higher Level Skills Enterprise programme which directly addresses the priorities of the local SME workforce.

During 2011-12 the College was invited by Ofsted to help shape a good practice report on promoting enterprise and employability for 16-19 year old learners. A successful visit resulted in specific references to the College being included in their final report.

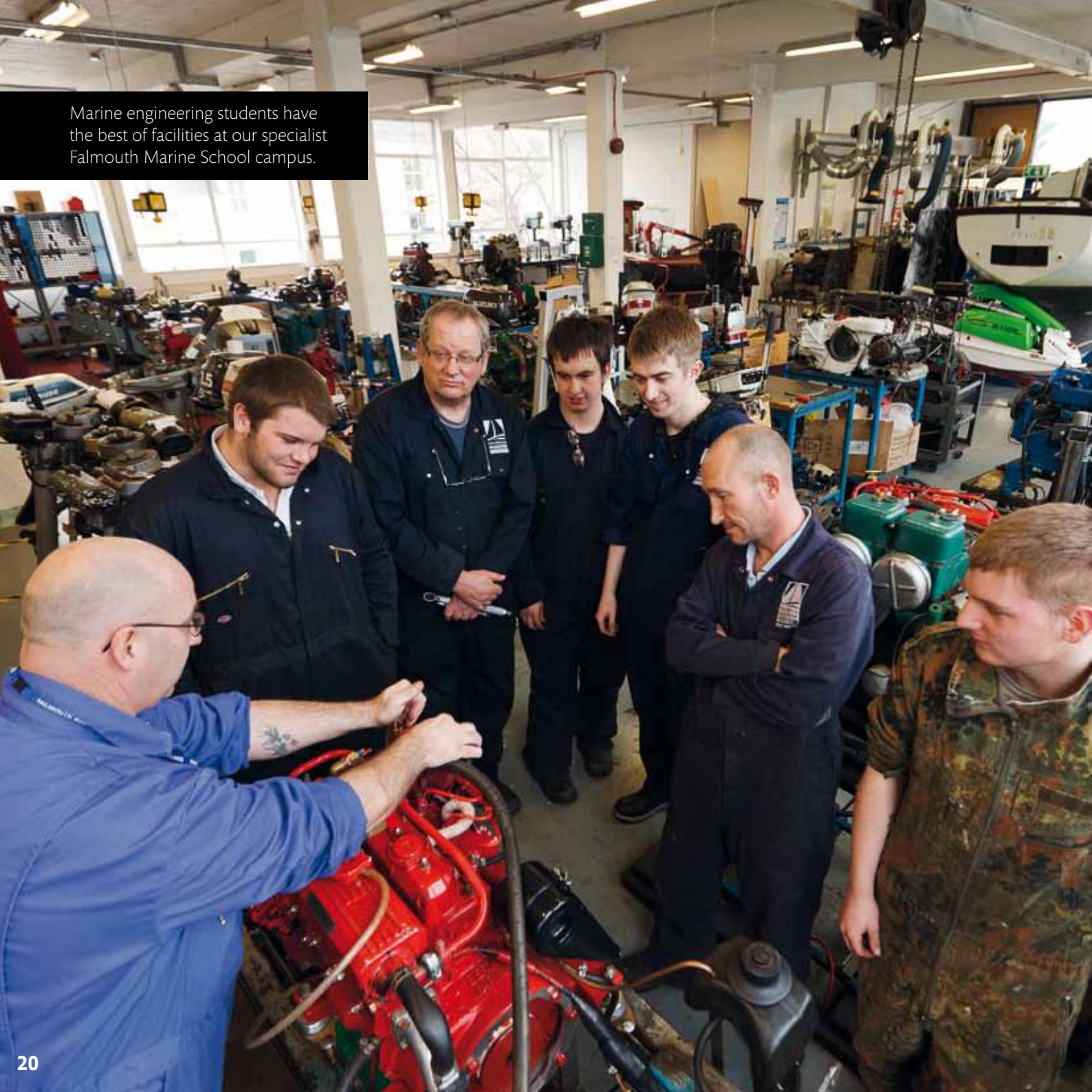
Nathan Dore from Cornwall College was named Entrepreneur of the Year for Cornwall at the Peter Jones Enterprise Academy annual graduation ceremony.

Nathan said: “I can't believe I actually won this award! I was overwhelmed by the emotion of the event and it was brilliant that I got the chance to meet Peter Jones and spend time talking to him.”

Josh Simmons from Cornwall College was awarded the accolade of National Student of the Year by Deloitte. There were 5,000 nominations for the award and Josh beat them all to gain the top student award. Josh said:

“I can't believe it, it is still sinking in. I am genuinely so pleased to get the top student award; I never thought I was in with a chance. The College has an excellent support system and my tutors have been really encouraging throughout the time I've been studying the Deloitte Employability qualification.”

Marine engineering students have the best of facilities at our specialist Falmouth Marine School campus.



STEM

Science, technology, engineering and mathematics, known as STEM activity, is a key priority for Cornwall College and has seen major developments in 2011-12. We achieved a great coup in early 2012, being selected to host a replica of the Bloodhound Supersonic Car at Camborne campus during National Science & Engineering Week.

The Bloodhound Project is an international education initiative focused around a 1,000 mph World Land Speed Record attempt. The core aim is to inspire young people to pursue careers in STEM industries by showcasing these subjects in the most exciting way possible, by building the ultimate racing car.

Falmouth Marine School students were also involved; testing the weather station which will monitor conditions at the record attempt site in South Africa.

We have been asked to host a Bloodhound Education post, to develop the work of the Bloodhound Project across Cornwall and Devon.

Another successful STEM event was the Greenpower South West Regional Heat where children design and build electric cars, finding their own sponsors, resources and the support they need to make their designs reality. The project incorporates maths, engineering, physics, design, marketing, team building, technology, problem solving and communication.

Following its success in making these subjects accessible many schools now incorporate Greenpower into their curriculum. Over 1,500 pupils from primary and secondary schools attended the event over 20th and 21st June at Newquay Cornwall Airport – the biggest gathering of all the heats across the country.

The work around STEM in 2011-12 received national recognition in July when the College was awarded STEM Assured status from the New Engineering Foundation.



Undergraduate student Lewis Knight, selected to serve on the British Colleges Sport National Council.

Sport

Sporting fever gripped the nation in the lead up to the London 2012 Olympic Games and this did not go unnoticed at Cornwall College with sports events and activities taking place throughout the academic year.

We were very proud to follow former sports student Jonathan Fox on his Paralympic journey. All eyes were on the swimmer in August when he won gold in the 100m backstroke in his category (S7). Students had the chance to meet Jonathan when he brought his medal into the St Austell campus on his return from London. He has since been awarded an MBE for his services to swimming.

Our students achieved success in the 34th British Colleges Sport (BCS) Championships, held at Bath University. Students represented the South West region, coming away with silver medals in the ladies rugby and bronze medals in the team trampolining and swimming.

Student Lewis Knight, who progressed from the Sport BTEC Diploma at Duchy College Stoke Climsland to the Foundation Degree in Sports Development and Coaching at St Austell, was selected to represent students across the country on the BCS National Youth Council, helping to shape policy and give a voice to college sports students.

In June, watersports enthusiasts from all over the country donned their wetsuits and took to the water when Cornwall College hosted the 2012 BCS Watersports Championships for the fourth time. The national event, which was held at Tolcarne Beach in Newquay and Stithians Lake near Redruth, was a test of endurance, concentration and ability in a range of activities: surfing, bodyboarding, paddle boarding, surf life saving, windsurfing, sailing and kayaking.

Former student and Paralympian Jon Fox MBE returned to St Austell and brought his gold medal with him.



Almost two dozen Cornish businesses battled it out in the 2012 Cornwall Beach Games. Co-organised by Cornwall College, Cornwall Sports Partnership and the NHS Healthy Workplace Programme, the event gives companies the chance to have some active fun outdoors with their fellow colleagues.

We are actively involved in a range of local and community sports, including coaching the World Pilot Gig Champions Falmouth, supporting Charlestown and Cotehele Gig clubs, St Austell Running Club and Cornwall Athletic Club.

The Olympic spirit was evident around college as a result of joining the Get Set Network; the education arm of the London Organising Committee of the Olympic Games and Paralympic Games.

Our own version of the Olympic Torch Relay took place between the seven campuses, culminating in the student beach games where over 250 students, forming teams from each campus, competed against each other in a series of Olympic-style sports. Staff also got in on the action with their own version of the beach games after the end of the summer term.

Cornwall College joined forces with Imerys Minerals Ltd and St Austell Running Club to organise a new landmark marathon event to help celebrate the passing of the Olympic torch through St Austell and Mid Cornwall.

A number of students and staff had the opportunity to be a part of London 2012, either by working or volunteering at the events in London, Weymouth and other locations, taking part in the opening and closing ceremonies, and in the case of one young man – competing.

Equality and Diversity

Cornwall College has a clear vision to excel at actively promoting and demonstrating equality and diversity. Our equality and diversity action plan is available to download at www.cornwall.ac.uk. Much has been achieved in the past year and some of the highlights are:

- The annual Celebrating Diversity Festival which includes events on all campuses and provides a launch pad for the Cornwall College Kenya Volunteering initiative.
- Cornwall College students and staff have become a valuable link in the Global Classroom project; a growing chain of colleges and universities around the world that are involved in a shared learning experience to help young people realise that we are all global citizens. Staff and students travelled to Belize and Los Angeles to perform a drama telling students' stories about the redemptive power of education.
- A residential week at Duchy College for a group of Year 10 students from the inner city Phoenix High School as part of their work experience weeks.
- Young Mums Will Achieve was set up in response to the low numbers of teenage parents engaged in education, employment or training. The programme has gone from strength to strength and now runs in six different centres across Cornwall with two further centres planned for September 2012. The project has won both a regional and a national award for its success.

The College has set objectives to make sure that progress continues:

- Equality and diversity should form a natural and ongoing part of our teaching.
- Prejudice and discrimination should always be challenged by our staff.
- Our policies should be reviewed regularly to make sure we are not disadvantaging any students.
- We will work with our union representatives to ensure that our recruitment policies are inclusive.

Skills for Life student Annabel Walaszkowski who joined us for a Pathfinder Taster in 2010 is now studying at Entry Level 3.





Photovoltaic panels being fitted in the Skills Centre at Cornwall College Camborne.

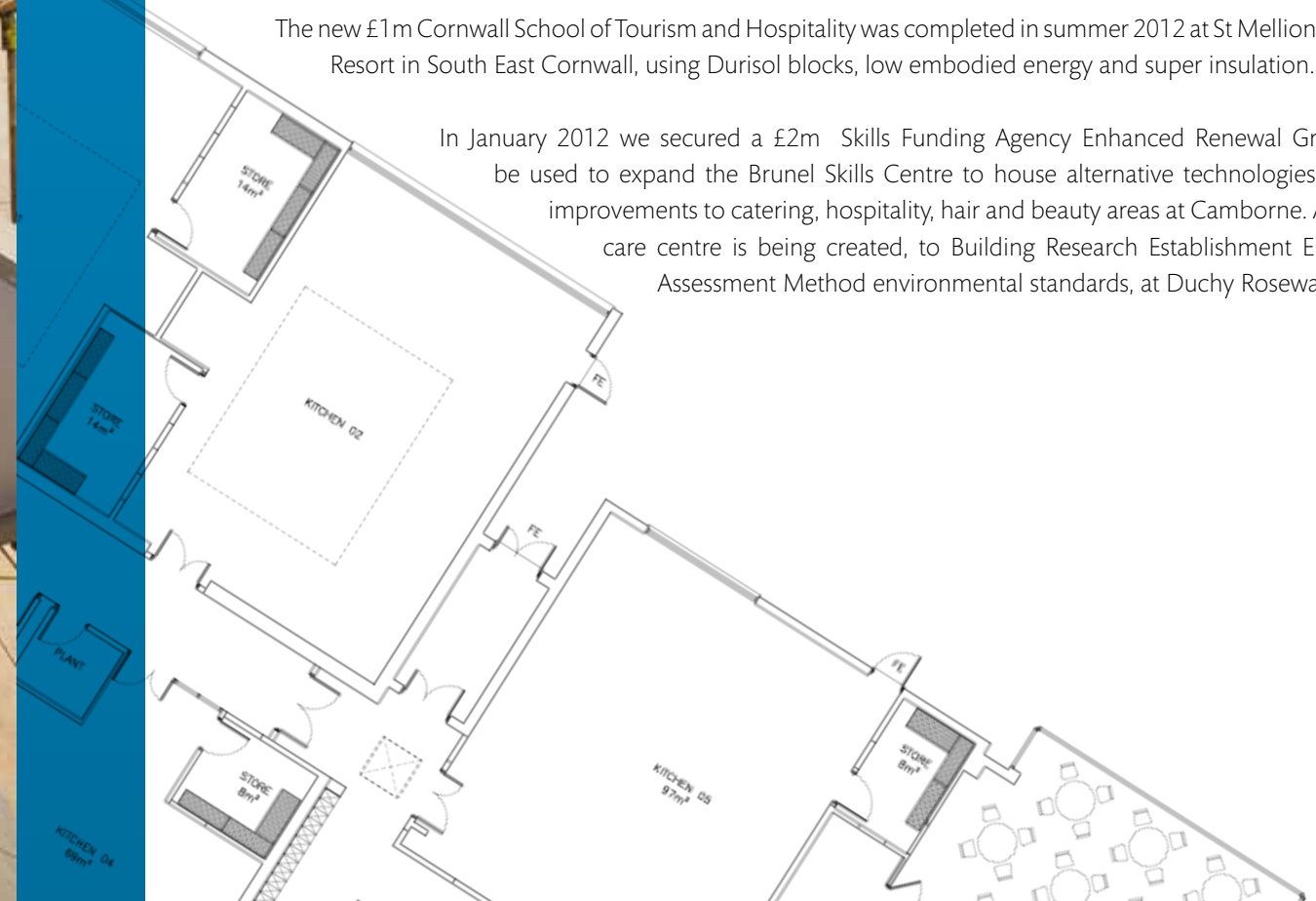
Sustainable Development

Sustainability is high on the agenda at Cornwall College and forms part of the corporation's Strategic Plan. Having implemented the Carbon Management plan in 2010, results to the end of 2011 show that carbon emissions are already 15% below the base year of 2009 and closer to the target of a 25% reduction by 2020 than expected at this stage.

Photovoltaic panels have been installed at Newquay, Camborne, St Austell and Saltash campuses thanks to support from the Renewable Energy Co-operative. Their technicians have also been sharing knowledge of the sector with our degree and short course students. In the six months following the installation of 150 kilowatts of solar panels at the first three campuses, 107,000 kilowatt hours were produced, saving the corporation £37,000.

The new £1m Cornwall School of Tourism and Hospitality was completed in summer 2012 at St Mellion International Resort in South East Cornwall, using Durisol blocks, low embodied energy and super insulation.

In January 2012 we secured a £2m Skills Funding Agency Enhanced Renewal Grant. This will be used to expand the Brunel Skills Centre to house alternative technologies training and improvements to catering, hospitality, hair and beauty areas at Camborne. A new animal care centre is being created, to Building Research Establishment Environmental Assessment Method environmental standards, at Duchy Rosewarne.





Joe Vinson
CCSU President

The Learner Voice

Cornwall College Students' Union (CCSU) continues to go from strength to strength. Representing the entire student body in one of the biggest further and higher education colleges in the UK is always going to be a challenge, a challenge to which both the College and CCSU are committed.

Officers and the Student Liaison Team have worked hard to ensure that CCSU becomes accessible to all students. Initially this began with breaking down the barriers between further and higher education involvement. We took a number of steps to resolve this including separating the course representative system into further and higher education. Similarly, we opened up our services to work-based learners, ensuring that all apprentices were offered the same information and resources about CCSU at the start of the course as other students. Perhaps the biggest move we made to open up the students' union was introducing a text-in service, allowing all students to provide feedback direct to the CCSU President.

We have worked in partnership with the College on a number of issues including transport arrangements, the student portal (an online gateway for students to access important course and college information) and the equality and diversity agenda. CCSU continues to work hand in hand with college management, and the relationship between staff and students' union officers remains strong.

Both nationally and in the local community we continue to have a strong presence; CCSU is an active member of NUS and continually voices the needs of Cornish students at national events. The CCSU President also now has a fortnightly column in local newspaper the West Briton, maintaining a link between the students' union and the community it serves.

In 2012 CCSU and the College won the Learning and Skills Improvement Service national award for Innovative Approaches to the Learner Voice, recognising the hard work of all involved in the successful running of CCSU.



Cornwall College's outstanding students celebrate their Star Awards.

Learner Excellence and Achievement

The efforts and achievements of Cornwall College students were rewarded at the Student Star Awards 2012 during a glittering ceremony. Outstanding student success and determination throughout the academic year is celebrated at the annual event for students from all campuses.

The winners were:

- Dean Grey - Further Education Student of the Year
- Hillary Guthrie - Higher Education Student of the Year
- Darren Fordham - Apprentice of the Year
- Charlotte Smith - Endeavour Award
- Samantha Congdon - Excellence Award
- John Cuthbertson - Progress Award
- Michael Southey - Sporting Achievement Award
- Matthew Wallace - Volunteering Award
- Jess Hiron - Innovation and Leadership Award
- Sammy Fowler - Students' Union Students' Student
- Leona Sutton - Students' Union Student Representative of the Year
- Duchy College Rosewarne Greenfingers team: Michael Halliday, Richard Hobson, Chloe Gayle, Linda Bouldstridge, Danny Lambert, Max Wilson, Luke Phillips, Dylan Jones, Dominic Hughes, Helen Chidley, James Mitchell and Sam McDermott - Green Award





Key Performance Indicators

Cornwall College uses a number of key performance indicators to measure the quality of provision. The following summarises our success rates for further education, work-based learning and higher education.

Further Education - Long Courses

ALL LEVELS	ALL	16-18	19+
Starts - students commencing a course	9,367	4,503	4,864
Success - the main performance indicator which multiplies retention by achievement to give overall success rates	80.4%	81.7%	78.1%

Work-based Learning

APPRENTICESHIPS	No. Students	SUCCESS
Apprenticeship	794	80.4%
Advanced Apprenticeship	462	79.7%
Higher Apprenticeship	52	73.1%

TRAIN TO GAIN	No. Students	SUCCESS
All levels	992	92.0%

Higher Education

FULL-TIME PROGRAMMES	No. Students	SUCCESS
Stage 1	800	74.8%
Stage 2	567	85.2%
Stage 3	187	89.3%

PART-TIME PROGRAMMES	No. Students	SUCCESS
Year 1	317	82.6%
Year 2	150	88.7%
Year 3	38	89.5%
Stage 3: Year 1	15	80.0%
Stage 3: Year 2	25	80.0%
Stage 4	9	88.9%

Stage 1 = Level 4, Stage 2 = Level 5, Stage 3 = Level 6, Stage 4 = Level 7

Other Services from Cornwall College Group



Concorde Recruitment and Concorde Teaching Bank

Concorde Recruitment and Concorde Teaching Bank had another successful year of trading and increased revenue. Concorde Recruitment saw growth in its construction operations, building on the relationships developed with many of the region's leading construction companies. Investment in staff continued with the promotion of two apprentices to permanent roles in the Concorde Recruitment team.

Concorde Teaching Bank reaffirmed its position as the region's leading agency for the supply of educational staff to schools across Cornwall and Plymouth. This provides our schools and academies with an exceptional choice of talent to cover their teaching requirements. A local database of classroom-experienced teaching assistants, a fast growing area of the business, has also been established. The team were also pleased to welcome an additional two apprentices to support them.



Centre for Housing and Support

The Centre for Housing and Support (CHS), based in Worcester, continues to provide high quality training and qualification opportunities up to foundation degree to professionals in housing-related support services.

Apprenticeships and Advanced Apprenticeships in Housing have been successful during the past year, with over 200 people of all ages taking Level 2 and Level 3 qualifications. A wide range of courses is offered; Level 2 and 3 awards and certificates in promoting the Mental Health and Wellbeing of Older People, and courses in telecare and assistive technology, are popular. A diverse range of subjects is provided via nationally delivered seminars and the CHS in-house training service. Several new course titles have generated a surprisingly large take-up this year; Dealing with Compulsive Hoarding in Sheltered and Supported Housing being one of the most notable.

The efforts of one student in particular were singled out at the Cornwall College graduation ceremony in 2012. Maria Read from Hampshire, who achieved the Foundation Degree in Housing with Support, was named Cornwall College Plymouth University Student of the Year for excelling in her studies despite balancing a full-time job and English not being her first language.

The CHS Code of Practice for Support Services continues as a nationally recognised quality benchmark owned and managed by the CHS. Accreditation is now relevant to, and achievable by, many types of organisations including those who provide short-term and 'floating' support services. The aim of the Code of Practice is to improve the quality of life of vulnerable people and to help them remain independent in a home of their choice.



Maria Read, Cornwall College Plymouth University Student of the Year with (l-r) Dave Linnell Principal of Cornwall College and Professor David Coslett, Deputy Vice-Chancellor of Plymouth University.



Debbie Rossi (centre-right),
Corporate Business Support
Star Award winner.

“Our staff fully deserve to be recognised for the incredible work they do for students and colleagues every single day. The Staff Star Awards are a way of highlighting the hard work and dedication of those who go above and beyond their duties to make Cornwall College a great place to study and work. This is our way of saying thank you.”

Dave Linnell
CEO and Principal

Staff and Continued Professional Development

Staff Satisfaction

Our staff are our greatest asset and are responsible for the progress made on the strategic targets set by the Corporation Board.

The annual Staff Survey carried out in 2011 showed that staff feel positive about working for the College, with particular strengths in relation to how they are valued and treated by colleagues and their line managers.

Through the ongoing commitment to the staff voice through staff engagement, the College has developed strong links with staff through forums and Staff Focus Groups. This has been received well by staff and has generated a collective understanding of the success and challenges the College faces.

Staff turnover and sickness trends below the sector and national averages show that Cornwall College continues to be a place where staff enjoy working. Particular emphasis has been placed on return to work and ongoing support.

Staff Star Awards

A highlight of the academic year. Over 120 members of staff attended to recognise colleagues for exceptional efforts, hard work and dedication to the College.

Staff Recognition

Outstanding Improvement through Innovation and Inspiration

Jo Challacombe, Duchy College Stoke Climsland

Outstanding Contribution to Engaging with Employers

Justin Olosunde, Cornwall College Business

Outstanding Contribution to Supporting the Learner

Noel Savory, Duchy College Rosewarne

Outstanding Contribution in a Site-Based Business Support Role

Tracy Sewell, Falmouth Marine School

Outstanding Contribution to Skills for Life

Charis Hadland, Cornwall College St Austell

Outstanding Contribution in a Corporate Business Support Role

Debbie Rossi, Cornwall College St Austell

Outstanding Site Based Team

The Bloodhound Gang, Cornwall College Camborne

Outstanding Corporate Team

HE Operations Team

Outstanding Leadership

Ruth Martin, Cornwall College Newquay

CMT Star Award

Miriam Venner, Cornwall College Camborne

Lifetime Achievement

David Sleeman, Cornwall College Camborne

Outstanding Teaching, Training and Learning Practitioners in each Subject Area Category

Health, Public Services and Care

Richie Wilson, Cornwall College St Austell

Science and Maths

Andrew Golley, Cornwall College St Austell

Agriculture, Horticulture and Animal Care

Jayne Eddy, Duchy College Rosewarne

Engineering and Manufacturing

Neil Atkinson, Cornwall College St Austell

Construction, Planning and Built Environment

Stephen Maunder, Cornwall College St Austell

Information and Communication Technology

Caroline Friggens and Sue Bayes, Cornwall College Camborne, St Austell and Saltash

Retail and Commercial Enterprise

Sally Marlow, Cornwall College St Austell

Leisure, Travel and Tourism

Sarah Bruce, Cornwall College St Austell

Arts, Media and Publishing

Kay Taylor, Cornwall College St Austell

History, Philosophy, Social Sciences, Languages, Literature and Culture

Roisin Higgins, Cornwall College St Austell

Education and Training

Mike Walker, Cornwall College Camborne

Preparation for Life and Work

Bridget Carter, Cornwall College St Austell

Business, Administration and Law

Sandie Johns, Cornwall College Camborne



Financial Viability and Summary Accounts

- The College has a diversified income and is currently in financial health category “good” with an annual turnover of approximately £76.25m.
- The College generated an operating surplus of £2.48m (2010-11: £2.973m) these results compare with a Board target of £0.573m.
- Income of £76.25m was 3% down on last year and expenditure of £73.77m was 2.5% down on last year.
- The reserves have increased to a positive position of £32.489m.
- The cash balance and operating cash flow have improved considerably.
- The College continues to invest in capital assets; completing works on the Higher Education Centre at St Austell, 14-16 facility at Newquay and hospitality facilities at Saltash and St Mellion International Resort.
- The College has approval to develop new facilities at Camborne and Rosewarne at a cost of £6m.

The College’s healthy financial position and investment in capital assets benefit learners.

Consolidated Income and Expenditure Account

	2009-10	2010-11	2011-12
	£'000	£'000	£'000
Income			
Funding Council Income	48,899	46,736	42,426
Tuition Fees and Education Contracts	12,828	12,905	12,831
Research Grants and Contracts	5,480	5,739	7,269
Other Income	13,201	13,226	13,672
Investment Income	14	8	52
Total Income	80,422	78,614	76,250
Expenditure			
Staff Costs	52,753	48,744	50,199
Other Operating Expenses	22,125	23,122	20,336
Depreciation and Impairment	2,385	2,453	2,373
Interest Payable	1,832	1,322	862
Total Expenditure	79,095	75,641	73,770
Surplus on continuing operations	1,327	2,973	2,480

Consolidated Balance Sheet

	2009-10	2010-11	2011-12
Assets			
Fixed Assets	75,767	76,271	77,929
Net Current Assets	2,111	4,991	5,715
Creditors, Liabilities and Charges	(33,949)	(24,809)	(34,009)
Total Assets	43,929	56,453	49,635
Financed by			
Deferred Capital Grants	34,748	35,379	36,305
Reserves	26,168	29,687	32,489
Less Pension Liability	(16,987)	(8,613)	(18,861)
Total Funds	43,929	56,453	49,635



Cornwall College Governors and College Council members.

Corporation Board and Governors

The Corporation achieves its links with the wider community and stakeholders in the localities of the seven main college campuses through a system of College Councils. Each college has a council comprising members from local business and the community, local staff and students. A member from each College Council sits on the Corporation Board ensuring a strong focus on the needs of different parts of the county.

The Corporation also encourages staff and student involvement through membership of committees. There are two staff and two student members on the Board. In addition the Corporation operates six local College Councils, which provide a direct link between the local colleges and the Corporation, and each College Council includes two staff and two students in its membership.

The Corporation considers good communication with its staff to be very important, utilising campus circulations, a termly Principal Forum on each campus and All Staff Bulletins.

The Corporation gathers learner views through a variety of mechanisms. Regular independent whole college learner views surveys are carried out with key findings and outcomes reported to the Corporation.

Cornwall College Students' Union operates a course representative system for gaining learner feedback and has its own Board of Trustees which reports through to the Corporation.

Name	Date of appointment or re-appointment	Years of service Total to 31.7.10	Remaining term	Status of appointment	Current Committee Membership
Mr P K Rees (Chair from 18.10.01)	1.1.09	11	1	External	Chair of Remuneration Chair of Search and Governance Finance and Estates Quality and Human Resources
Mr M Bell	1.12.12	-	4	External	Cornwall College Camborne Council
Mr A F Chapman	6.3.09	11	1	External	Chair of Cornwall College St Austell Council Quality and Human Resources
Mr P Child	7.3.12	3	1	External	Chair of Falmouth Marine School Council
Mrs S-J Coode (Vice Chair from 17.5.12)	6.3.11	9	1	External	Chair of Audit Remuneration Search and Governance
Dr J A Doble	6.3.11	9	3	External	Audit
Mrs S Dudden	1.8.09	7	1	External	Chair of Duchy College Council
Ms J Green	1.6.12	4	4	External	Finance and Estates
Mr P Hardaker	1.6.12	4	4	External	Audit Duchy College Council Search and Governance
Miss C Knight	1.8.12	-	1	Student	Cornwall College St Austell Council
Mr D P Linnell OBE	9.2.09	-	-	CEO and Principal ex officio	All committees except Audit and Remuneration
Mr G Lovering (Vice Chair to 16.5.12)	1.8.09	11	Resigned	External	
Mr P McGahan	1.1.10	2	Resigned	External	
Professor S Nahorski	1.6.12	4	Resigned	External	
Mr D Parker	17.5.10	6	2	External	Chair of Quality and Human Resources
Mrs T Sorensen OBE	17.12.11	4	4	External	Chair of Finance and Estates Search and Governance
Mr C Stratton	14.10.09	3	1	External	Finance and Estates
Miss L Sutton	1.8.11	-	Term ended	Student	
Ms N Taylor	1.6.09	3	1	External	Chair of Cornwall College Saltash Council Remuneration
Mr A Tuckett OBE	1.6.12	4	4	External	Quality and Human Resources Cornwall College St Austell Council
Mr J Vinson	1.8.12	-	1	Student	Quality and Human Resources Search and Governance
Mr P Walker	1.8.09	3	1	Staff	Audit
Ms B Warne	1.9.09	3	1	External	
Mrs F Westaway	1.8.09	3	1	Staff	Quality and Human Resources Search and Governance

This Annual Report covers the
period August 2011 - July 2012

Cornwall College
Tregonissey Road
St Austell
Cornwall
PL25 4DJ

T: (01726) 226526
E: ccho@cornwall.ac.uk

