

ANNUAL REVIEW

2019/20

CHAIR'S WELCOME

STEPHEN HOWLETT CBE, DL

As I sit here writing this, never could I have imagined I'd be looking back on such an extraordinary and challenging year.

The Covid-19 pandemic has impacted the daily lives of people across the world. As well as dealing with the grief of losing loved ones, the lockdown period has separated us from family and friends, affected people's livelihoods and prevented us from doing so much that we enjoy and take for granted.

Yet, amid these difficult and unprecedented times, the resilience, commitment and kindness shown by people across London & South East Education Group has been remarkable. Not only have staff ensured that students can continue to learn and be supported throughout the closure period of our schools and college, the organisation continued to run effectively with an admirable 'business as (un)usual' approach.

As a result, student recruitment for the year has been extremely strong and our partnerships with employers have continued to flourish. Most importantly, students and pupils across our college and schools have achieved their qualifications and progressed successfully, despite the challenging circumstances and uncertainty that this year has brought. This is a remarkable achievement in unprecedented times and testament to the dedication and support of our entire community, coupled with strong leadership. Our students have shown such resolve in difficult times and I am full of admiration for them.

Our new Group Strategy, published last year, sets out our aims to become a social enterprise, with the overarching goal of adding real and quantifiable social value to our communities. Our work to achieve this has undoubtedly been catalysed by the pandemic, requiring our organisation to take a civic role in the region's response. This report details the many ways in which our staff and students have risen to this challenge, for which I most grateful and proud.

Before the pandemic hit, I was privileged to have attended a Buckingham Palace ceremony at which London South East Colleges was presented with a Queen's Anniversary Prize; the highest national honour that can be awarded to further and higher education institutions. This was in recognition of the College's exceptional work with the construction industry in south east London, supporting housing ambitions across the region.



This is just one example of the very real way in which the work of our education group is stretching far beyond simply delivering qualifications. The incredible support from our wider stakeholders, including local authorities, employers and MPs has been instrumental to our success this year and we are most grateful to them all.

This year has demonstrated just how responsive, innovative and indeed committed our entire organisation is - and how well we have been able to step up to a monumental challenge. As we move into the next academic year and continue to operate in an uncertain world, FE is being put in the spotlight and at the centre of the UK's skills-led economic recovery. This means that the work of our Group has never been so important in terms of supporting employment and the wider economy.

I have absolutely no doubt that as a team, we can rise to this challenge and continue to operate at the heart of our communities - supporting social mobility, aspiration and making a real difference to people's lives.

I offer my sincere thanks to our CEO Dr Sam Parrett and her fantastic team who have worked so hard this year in such tough circumstances. I feel confident that positive times lie ahead and look forward to continuing our social mission together.

Stephen Howlett CBE, DL
Chair, London & South East Education Group

CEO'S WELCOME

DR SAM PARRETT OBE

2019-20 has been an unforgettable academic year for London & South East Education Group and our respective organisation: London South East Colleges, London South East Academies Trust and London Skills for Growth, as we have collectively risen to a great number of challenges and made some outstanding achievements.

Just before the pandemic hit, the College celebrated being awarded a Queen's Anniversary Prize. This is the highest accolade available to FE and HE institutions, bestowed by the Queen, and recognised our commitment to skills development across the region, particularly in relation to construction within the capital.



This recognition was a huge honour and reflected the dedication and success of our staff and students - which was then put to the ultimate test in March.

A completely unexpected global pandemic would have tested any organisation's resolve, but leaders and staff across our education group immediately stepped up. As well as implementing an almost overnight move to remote learning and ensuring the continued education of our learners, many staff went above and beyond their day jobs by volunteering and supporting others in the local community.

This wonderful effort was a true manifestation of our new Group Values - Stand Out, Teamwork, Accountable, Respectful, Striving.

We have been working hard to transform ourselves into a social enterprise this year as we strive to become more than 'just a college'. This is very much a team effort and has been undoubtedly catalysed by the extraordinary circumstances we have found ourselves in this year.

Adding social value to our communities has, and continues to be, a key part of our mission. Working with the Social Value Portal we are in the process of officially quantifying our entire Group contribution, which over the past year amounts to a staggering £39 million.

We have also been working hard on our Equality, Diversity and Inclusion strategy, consulting with staff across the Group to ensure we are responding in a meaningful and impactful way and supporting every part of our community.

This has only been made possible by the collaborative working and commitment of all our staff and students, who have provided great support to one another during turbulent times. This positive approach has also enabled 'business as usual' to continue across the Group, with college recruitment, employer partnerships, the day to day running of schools and apprenticeship provision seeing great success in a difficult climate.

I am particularly proud of the achievements we have collectively made throughout this academic year (illustrated in this report) and have made a true difference to the lives of so many people.

I express my sincere thanks to every member of staff, employer partner, stakeholder and student who has contributed to our work. I look forward to continuing our mission and building further connectivity as we move into hopefully calmer times.

Dr Sam Parrett OBE
CEO, London & South East Education Group

OUR STRUCTURE CORPORATE GOVERNANCE / GOVERNOR LISTS

LONDON AND SOUTH EAST EDUCATION GROUP

- Stephen Howlett CBE, DL, (Hon FRIBA) - Chair
- Mark Burnett FCMI Vice Chair
- David Eastgate Vice Chair
- Marek Michalski Chair of Audit Committee
- Allan Carey Chair Finance Committee
- Warwick Sharp
- Mark Trinick - Chair Curriculum & Standards (LSEC & LSFG)
- Christopher Philipott - Chair Education Performance & Standards (LSEAT)
- Dr Sam Parrett OBE
- Jennifer Pharo Clerk to the Board

LONDON SOUTH EAST COLLEGES

- Stephen Howlett CBE, DL (Hon FRIBA) - Chair
- Charles Yates Vice Chair
- Dr Sam Parrett OBE
- Maxwell Bero
- Jane Hobson OBE
- Christopher Briggs
- Barry Spencer Staff
- Mark Trinick
- Louise Nadal
- Daniella Oni-Okeke (Student Governor)
- Chinyama Okunuga (appointed October 2020)
- Olivia John (appointed July 2020)
- Allan Carey (appointed July 2020)
- Lucie Allen (appointed July 2020)
- David Eastgate (appointed July 2020)
- Jennifer Pharo Clerk to the Board

LONDON SOUTH EAST ACADEMIES TRUST

- Mark Burnett FCMI Chair
- Max Bero Vice Chair
- Joanna Power (Resigned January 2020)
- John Slater
- Corinne Botten
- Janet Saunders
- Denise James Mason
- Christopher Philpott
- Dr Tom Pey
- Richard Jackson (Resigned January 2020)
- Dr Sam Parrett OBE
- David Lambert
- Jennifer Pharo Clerk to the Board
- Stephen Howlett CBE, DL (Hon FRIBA) - Member
- Caroline Joliff Member
- Angela Hands Member
- Mark Burnett Member
- London South East Colleges - Member

LONDON SKILLS FOR GROWTH

- David Eastgate Chair
- Allan Carey (Vice Chair)
- Lucy Butler
- Lucie Allen
- Dr Sam Parrett OBE
- Mary Herbert
- John Hunt
- Jennifer Pharo Clerk to the Board



**LONDON &
SOUTH EAST
EDUCATION
GROUP**

TABLE OF CONTENTS

London & South East Education Group	8
London South East Colleges	20
London South East Academies Trust	34
London Skills for Growth	42
Group Financial Statements	47

WHAT IS THE LONDON & SOUTH EAST EDUCATION GROUP?

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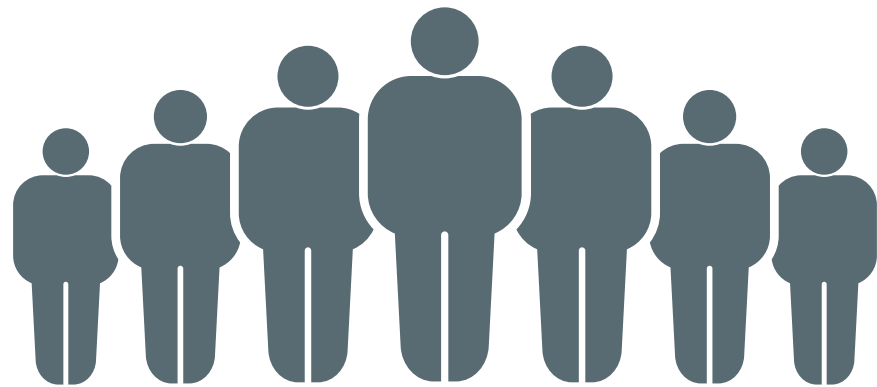
College campuses across Bromley, Bexley and Greenwich

8

Schools within our Multi-Academy Trust

1

Apprenticeship provider



11,781

Students enrolled across the Group

London South East Colleges - 10,444
London South East Academies Trust - 1106
London Skills for Growth - 321

SUPPORTED BY...

1,266

Dedicated staff

OUR JOURNEY TO BECOME A SOCIAL ENTERPRISE AND ADDING SOCIAL VALUE TO OUR COMMUNITIES

The 2019-20 academic year has seen the establishment of London & South East Education Group's new five-year strategy with a new mission, vision, values and strategic goals. At the heart of this is our transition to become a Social Enterprise.

Mission: *'To change people's lives, creating social value and promoting social mobility in every community we work with'*

Vision: *'To maximise our impact on the people and places we reach as an education provider. We are enterprising in our approach, and as an agile, multifaceted education group, we enable and empower people of all ages from 5 to 95 to 'step up' to their next opportunity in life. We want to build strong, sustainable communities that are economically and socially prosperous, and for our learners and partners to join us on this journey as co-producers in achieving this vision'*

VALUES:

- » **STAND OUT:** We will stand out. We are a good education group with outstanding features. Keen to innovate, we create social value and push the boundaries to achieve more
- » **TEAMWORK:** We are a team. Together we get the job done. Together we achieve our goals. It is everyone's job to step in and help
- » **ACCOUNTABLE:** We own our actions. We take responsibility. We are accountable for the decisions we make and how these affect others. We own this!
- » **RESPECTFUL:** We respect everyone - full stop. Diversity is valued and we maximise this as a talent and strength
- » **STRIVE:** Every day we strive to be better. To achieve more. To continuously improve, in all that we do. Individually, and as a group

STRATEGIC GOALS:

- » Goal 1 - To have a measurable positive impact on lives and communities
- » Goal 2 - To maximise learner's success and ambitions through a learning strategy and approach that connects learning to the world
- » Goal 3 - To deliver high quality outcomes across all aspects of the Group's business
- » Goal 4 - To have the right people in the right jobs at the right time
- » Goal 5 - To establish a Group identity with shared vision, mission and values and a new emphasis on social enterprise and our wider contribution
- » Goal 6 - To embed a culture of discipline, values and evidence that will drive our behaviour



MEASURING OUR IMPACT

To measure progress towards achieving our strategic goals, we commissioned the Social Value Portal to report on the social value we generated in 2018-19. The report uses the National TOMs Framework (Themes, Outcomes and Measures) to place a monetary value based on specific actions we took in throughout the year. For example, each hour of CV advice and support per student resulted in £125 of accredited social value.

By working with the Social Value Portal, our impact is verified by a third-party. This provides additional accuracy and legitimacy to the figures we are generating, enabling us to set targets and reflect on the impact we are having.

In 2018-19, the College generated over **£26 million of social value**, primarily through supporting students into employment. This report now provides a foundation from which our wider Group can measure success against, enabling us to compare social value before and after the implementation of the new strategy.

We are in the process of preparing a Group-wide report for the past year, which will be verified in February by the Social Value Portal. However, without the inclusion of student progression, the figure currently stands at over **£39 million of collective social value delivered by our Group in the 2019-20 academic year**.

We aim to double the total amount of social value generated by 2024-25. This will demonstrate how the establishment of our new Group Strategy has increased our community impact.



THE IMPACT OF COVID-19 - LONDON & SOUTH EAST EDUCATION GROUP'S RESPONSE

The Covid-19 pandemic was unprecedented and unexpected. As a Group, we not only adapted our curriculum delivery at great pace, but staff and students demonstrated incredible community spirit, supporting others in some remarkable ways.

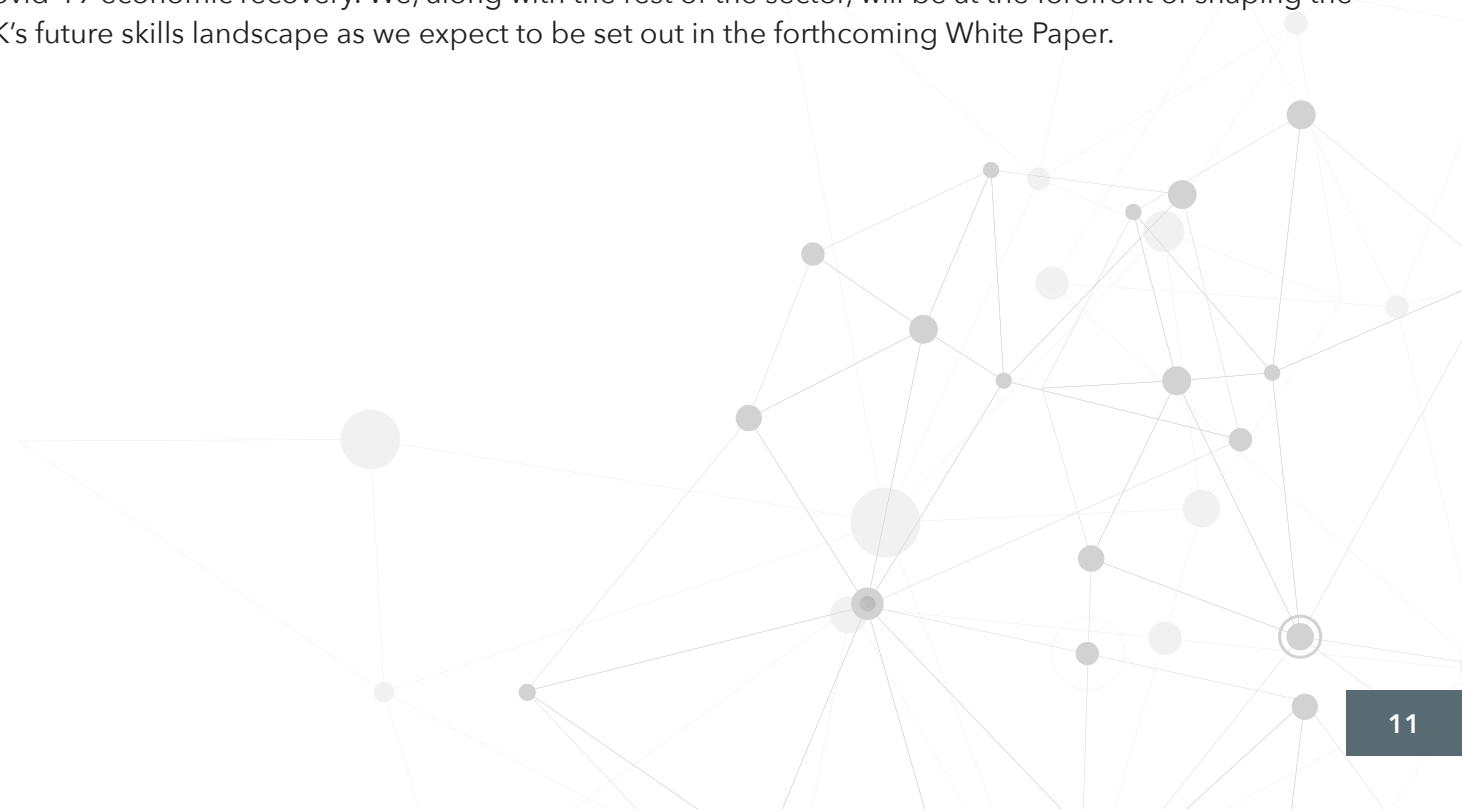
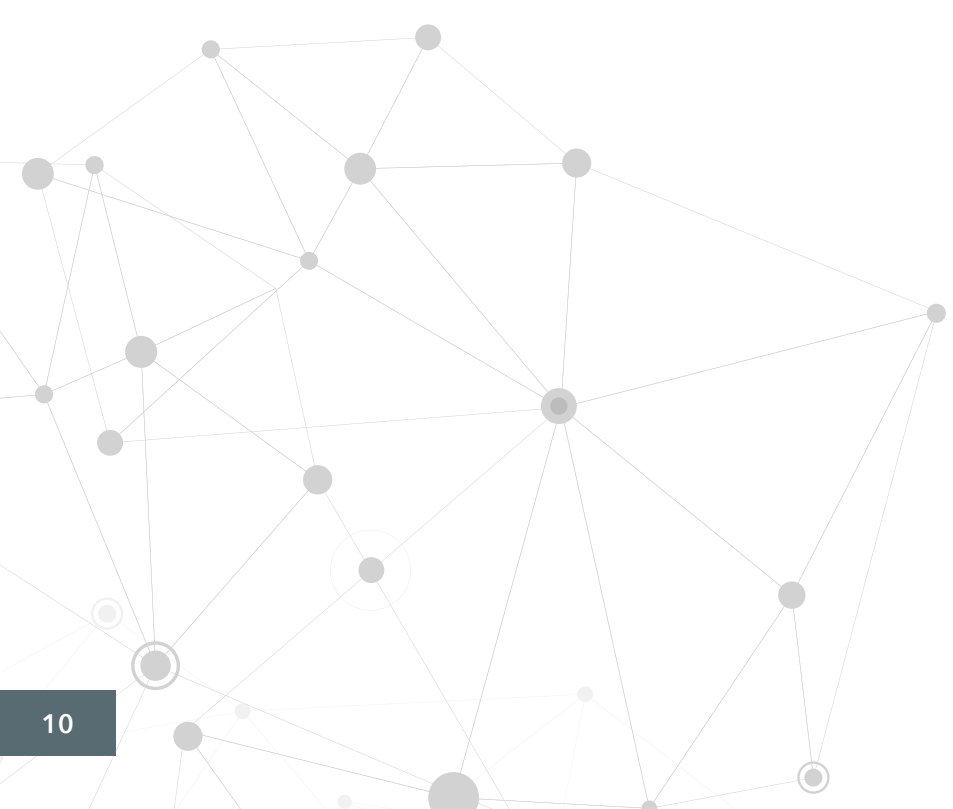
CURRICULUM:

When lockdown was announced in March, both the College and our schools transitioned to mainly remote delivery. Our high needs Nido Volans centre remained open for face-to-face teaching in line with Government guidelines and our Bexley campus became the region's designated SEND Hub in June. Our schools remained open for vulnerable children and those whose parents are key workers. For the majority of children who remained at home, staff provided both remote learning and wellbeing support. Daily contact was made with families, with safeguarding duties remaining a priority throughout the challenging period.

The College was well-prepared for the transition having been expanding its online delivery and services in the early part of 2019-20, providing training for staff even before the pandemic hit. This training continued throughout lockdown to ensure student were supported in the most effective way. We also provided 233 students with digital equipment such as laptops and wifi connection ensure their learning could continue during the closure period.

Much work has been done to ensure continuity of education for all, with the implementation of a longer-term model which provides a blend of face to face and online teaching. Practical vocational training onsite remains a priority, while following the necessary guidelines.

Going forward, we are preparing for the vital role that vocational education will need to play in the post Covid-19 economic recovery. We, along with the rest of the sector, will be at the forefront of shaping the UK's future skills landscape as we expect to be set out in the forthcoming White Paper.





EQUALITY, DIVERSITY AND INCLUSION

This year has seen the launch of the Group's Equality, Diversity and Inclusion Strategy. This has been developed in response to the global Black Lives Matter movement, as well as the reality of BAME communities being disproportionately affected by the Covid-19 pandemic in terms of deaths, infection rates and economic impact.

As a Group, we recognised the need for meaningful and impactful action, so undertook an extensive consultation with staff across all parts of our Group to discuss what we could do to effectively address equality and diversity issues.

As a result, in June 2020 we launched our 'Enough is Enough - Tackling Racial Inequality' Grants Programme.

This 10-year initiative enables staff and students to develop their own projects to help tackle inequality in their immediate and wider communities. An internal committee was appointed to assess proposals and the first three projects have been approved for grants - totalling £70,000.

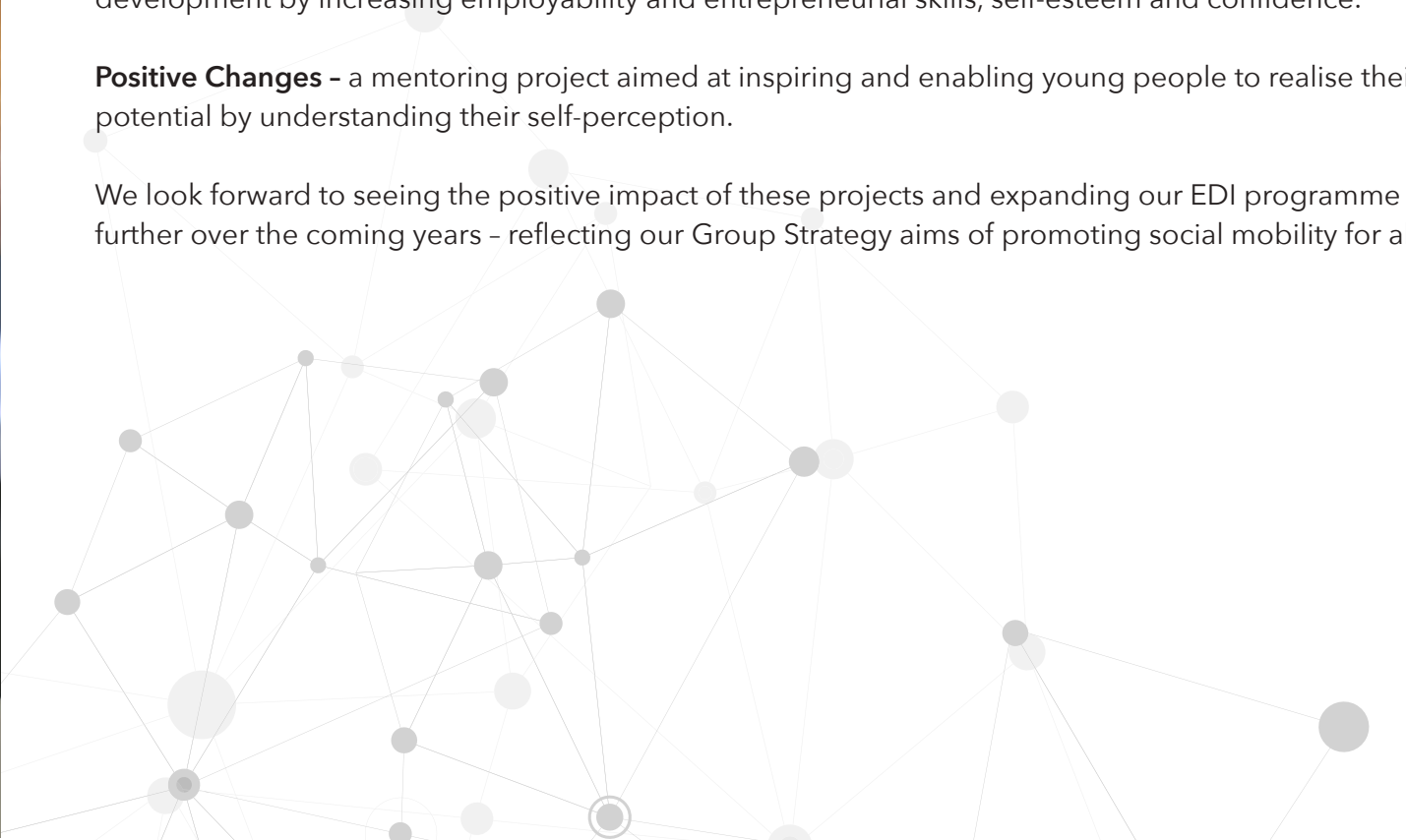
These are:

Saved By The Ball - aimed at increasing attendance and engagement, Saved By The Ball is a football coaching and mentoring programme for learners across London South East Academies Trust who are at risk of disengaging or permanent exclusion.

Empower Project - a year-long programme aimed at supporting people's personal growth and development by increasing employability and entrepreneurial skills, self-esteem and confidence.

Positive Changes - a mentoring project aimed at inspiring and enabling young people to realise their potential by understanding their self-perception.

We look forward to seeing the positive impact of these projects and expanding our EDI programme further over the coming years - reflecting our Group Strategy aims of promoting social mobility for all.



CORPORATE DEVELOPMENT

CAPITAL PROJECTS

Throughout the 2019-20 academic year we have continued to secure funding from a wide range of projects, strengthening our provision and student offer.

MAYOR'S CONSTRUCTION ACADEMY (MCA)

Having received almost £1 million from the Greater London Authority (GLA) last year, we have continued to develop our MCA in partnership with employers and Local Authorities. We have established a new hub in Bexley, working with Peabody to run a new £236,000 pop-up skills centre. Going forward we will be developing similar pop-ups in Bromley and Greenwich, working with Berkeley Homes and Knight Dragon.

During the 2019-20 academic year, 1415 learners have completed construction courses – already surpassing the target set for 2023-24 of 1000.

FUTURE GREENWICH

Last year we were awarded £10 million to completely refurbish our Greenwich Campus in a £24 million programme. A new, high quality teaching environment will be developed alongside a housing development built by residential developer L&Q.

The funding agreement for the project was approved in Summer 2020. We have held a number of consultations with the Royal Borough of Greenwich and local residents to increase awareness of our plans for the new campus and to seek views from the community.

The project will allow us to develop a new curriculum, using the latest education technology. This has become even more important during the Covid-19 crisis which has increased the need for digital skills provision, as well as new flexible learning and tech-based pedagogy.

Work on site is expected to begin in February 2022, with the new facilities planned to open to learners in August 2025.

LONDON AEROSPACE AND TECHNOLOGY COLLEGE

We are continuing to work with London Biggin Hill Airport on this project, having received full approval from the London Borough of Bromley in January 2020.

However, the timeline of this project has inevitably been affected by the Covid-19 pandemic. We remain strategically aligned with our stakeholders and are committed to helping develop and deliver the skills that are needed to support the growth of the aerospace industry over the coming years.

Despite much of the commercial aviation industry being grounded by Covid-19, there has been a growth in private and business aviation – meaning there is high demand for aviation engineers and therefore, need for a viable skills solution.

CBI

We have this year become a member of the Confederation of British Industry. This affiliation is providing our Group with access to key industry insight, high-profile industry events and greater influence within the private sector and political stakeholders.

Over the next few years, we plan to sponsor and design CBI events which promote further education – again, particularly relevant in the current landscape as the Government calls for an expansion in higher technical skills and training.



AWARDS AND ACCREDITATIONS

QUEEN'S ANNIVERSARY PRIZE

A major highlight of this academic year was the College being awarded a Queen's Anniversary Prize. This is the highest accolade available to an FE or HE institution, bestowed by the Queen.

The prestigious prize was awarded in recognition of the College's pioneering provision of high quality technical and vocational education, in particular the College's recent work within the construction industry. This strategic engagement programme, the 'Construction Skills Generator' is helping to support housing ambitions in greater London in partnership with many employers and other stakeholders.

We were one of just four FE Colleges to have won and one of 22 institutions in total. The prize was presented to the College by HRH The Prince of Wales, in a ceremony held at Buckingham Palace in February 2020.

TES FE LEADER OF THE YEAR

CEO of London & South East Colleges Group, Dr Sam Parrett OBE, was named FE Leader of the Year at a virtual ceremony in October - which had been postponed from March as a result of Covid-19.

These awards celebrate excellence in the FE sector, shining a light on the great work being done by so many people.

AOC BEACON AWARD FINALIST

In November 2019, the College was selected as a finalist in the Association of Colleges' Beacon Awards in the Excellence in Real World Learning category.

This recognised the outstanding work of the College's hospitality team to support its students with the development of high quality technical and career skills.

The AoC Beacon Awards celebrate the best and most innovative practice among UK colleges each year.

AOC STUDENT AWARDS - APPRENTICE OF THE YEAR FINALIST

Former London South East Colleges student Lauren Polson (19) was announced as Runner Up Apprentice of the Year in the AoC's Student Awards in November 2019.

Lauren, from Orpington, attended the College since the age of 14, progressing into an apprenticeship at BR6 restaurant. Lauren's success in this role led to her being selected as a finalist for the prestigious award and she is now working as a talent manager for restaurant group D&D London.



Lauren Polson, Runner Up Apprentice of the Year 2019

MARKETING, COMMUNICATIONS AND MEDIA

GROUP INTERNAL COMMUNICATIONS:

The COVID-pandemic reinforced the need to continue building an internal communications culture and framework across our Group.

With most staff working off site from March, we rapidly developed all staff 'lunch and learn' sessions via Zoom. This was a way of ensuring staff across the college remained connected and motivated, despite the challenging circumstances. It also kept everyone up to date with operational developments, national policy decisions and provided a forum for two-way discussion and reflection.

In addition, we developed a 'Group News' publication to ensure staff across the Group remained in touch and up to speed with key developments as the pandemic unfolded. We developed our student and parent facing communications channels and increased the frequency of these communications- again to ensure that our community remained connected with us and felt supported.

EXTERNAL SUMMER CAMPAIGN

We launched our summer recruitment campaign on 3 August 2020 and it ran until mid-September 2020. The campaign call to action 'Take Control, Secure Your Future' was devised to resonate with a broad range of key audiences at a time where there was huge uncertainty about the impact that the pandemic would have on their choices and decision-making process.

The campaign was activated across a range of channels, from outdoor advertising such as bus rears and in shopping centres to clean pavement advertising, strategically placed in key locations across our geographic footprint. This year we also door dropped a 'community style' magazine to 82,000 homes across Bromley, Bexley, Greenwich and Orpington and selected postcodes in Lewisham.

We significantly increased our investment in digital marketing. This included Google advertising, paid for advertising on channels such as Facebook and LinkedIn. We also piloted advertising on Tik Tok. Digital advertising was also extended to radio and saw our adverts played on channels such as Heart FM and Maritime Radio (Greenwich). We also invested in postcode targeted advertising on Sky TV. During the campaign we saw a significant increase in traffic to our website; from 3 - 29 August 2020 alone we saw an upturn of 29% in web traffic.

The success of the campaign was reflected by strong enrolment figures in September 2020, with 4499 16-18-year-olds and 3581 adults in total.

OUR GROUP BOOK - LEADING CHANGE, INSPIRING LEARNERS

This year has seen the writing and production of a book, which documents the journey of London South East Colleges and expansion of all parts of our Group.

The book highlights some of the key features of successful growth, identifying some of the characteristics of a dynamic educational institution during challenging times. Many of the lessons are transferable to other institutions and we hope this book will offer useful best practice to the sector as well as being a celebration of the Group's successes.

IN THE NEWS - MEDIA AND PR

London & South East Education Group continues to have a successful presence in a wide range of media - education, national and regional press.

The Covid-19 pandemic led to the closure of two of the Group's local newspapers but we have endeavoured to ensure that our stories were published in other outlets. In particular, we have focused on placing a number of comment pieces in education and national media (attributed to different senior leaders), helping us to raise the Group's profile and amplify our voice across the education sector.

PR SUMMARY - SEPTEMBER 2019 - AUGUST 2020

Total number of articles: 292

Total reach: 5.89 million

Total Advertising Value Equivalent: £593,290

Highlights

- » 17 comment pieces published across national and education titles from Sam and other senior leaders across the Group including The Independent and The i (web and paper editions) during lockdown - in which Sam talked about the need to put skills at the heart of economic recovery
- » Full page article in the Evening Standard in March, following a visit by journalist David Cohen to two of our school sites (pre lockdown). Featured the success story of 6-year-old Aspire pupil, Jake.



LONDON SOUTH EAST COLLEGES

ABOUT LONDON SOUTH EAST COLLEGES

London South East Colleges has campuses across the region, offering a wide range of high quality further and higher education courses.

We teach vocational subjects at Levels 1, 2 and 3 - right through to BA Honours degrees, Access to HE courses and professional qualifications in our University Centre. We work in partnership with the Royal Borough of Greenwich to provide Adult Community Learning (ACL) courses, giving people of all ages the chance to learn something new, develop skills and socialise within their local areas.

Our focus continues to be on careers and ensuring that all our learners are supported into fulfilling employment. We achieve this by engaging with over 1000 business regionally and nationally, ensuring that every curriculum is wholly relevant to its specific industry.

In 2019-20 we taught almost 8,000 students and delivered over 18,000 qualifications.

Our classroom achievement rate for 16-18-year-olds has increased year on year for the past three years.

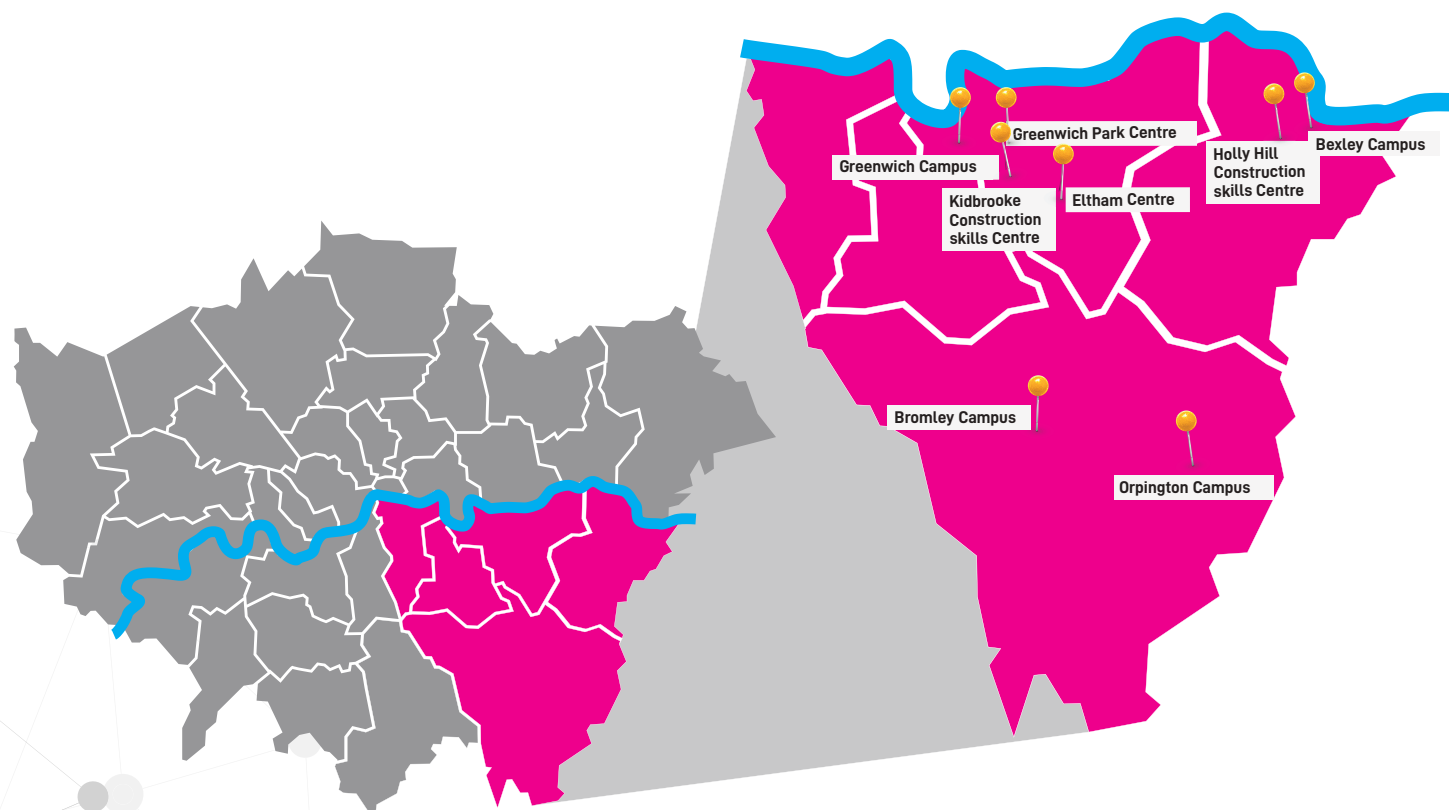
Despite the impact of the Covid-19 pandemic - with students having to move to remote learning - **our overall achievement rates have been maintained at 86% (classroom achievement).**

GCSEs

With GCSE exams cancelled this year, Centre Assessed Grades were used. College tutors went above and beyond to ensure students were awarded their deserved grade via a rigorous assessment process.

Although it is not possible to provide a like-for-like comparison on previous years, student achievement for English was 93.7% and for maths 92.7%.

OUR EIGHT CAMPUSES:



HIGHER EDUCATION - LONDON SOUTH EAST UNIVERSITY CENTRE

Despite the challenges posed by the pandemic, our University Centre has celebrated many successes this year.

We are extremely proud of our Higher Education team and the work we have done with our University partners this year in response to the pandemic. Higher Education achievement has increased to 86%, which is an increase on last year.

We have used our expertise in teaching and learning, our understanding of students' needs and our excellent partner relationships to ensure that HE students were able to achieve and progress to the next exciting stage of their journey.

Students at Holly Hill have responded positively to the new facilities, which were created in response to student voice. We now have newly refurbished and resourced HE classrooms and a dedicated HE common room, which has been greatly welcomed.

In September, a newly appointed Director of Higher Education, Carmel Jewell, was warmly welcomed by the team. We are working on exciting and innovative future projects for Higher Education and look forward to progressing these in the next academic year.

HIGHLIGHTS:

- » Many of our Social Work students were in the middle of their 100-day social work placements when the pandemic hit. However, they were all able to continue their placements in an online capacity and went to successfully complete their studies. Many have now registered as social workers with Social Work England and 100% of foundation year Social Care Studies students completed their foundation degrees with over a third gaining merit or distinction
- » 82% of students on our BA (Hons) Childhood Studies course gained a 2:1 or above
- » Newly refurbished HE rooms and an HE Hub at our Holly Hill Campus

GREENWICH ADULT AND COMMUNITY LEARNING

Our ACL Basic Skills, Employability and Family Learning courses support people who might not otherwise access education, by working in partnership with local job brokers, employment advisers, employers, schools, colleges, children's centres and community groups.

The courses provide an entry point, or the skills needed, to progress in employment, into further education or onto other ACL courses.

Adult and Community Learning programmes usually enrol in September, January and April, however, due to the Covid-19 pandemic and resulting lockdown, enrolment in the 2019-20 academic year could only take place in September and January. Despite this, the College increased enrolment over the same period by 48% compared to the previous year by enrolling 1886 learners.

In response to the pandemic, we put significant work into the development of a new range of very inclusive and high-quality online courses - all including live interactive sessions. This ensured that Greenwich residents were able to access support during a very challenging period. These courses, which ranged from learning a language to photography skills, began in April, enrolling a further 352 learners.



A Greenwich Adult & Community student studying art at Greenwich Park



Nick Ackland at the London Marriott County Hall Takeover



APPRENTICESHIPS AT LONDON SOUTH EAST COLLEGES

1000 apprentices were on programmes in 2019-20 with 277 new apprentices enrolled between September and March. Provision then stopped at this point due to lockdown but we continued to support our apprentices and employers through this difficult period.

HIGHLIGHTS THIS YEAR INCLUDE:

- » The brokerage of our first levy transfer relationship with Compass group. This involves the funding of ten apprentices with the London Early Years Foundation on a sector specific food production apprenticeship, which has been designed specifically for early years chefs.
- » Development of a successful partnership with Lewisham and Greenwich NHS Trust to help train and develop staff
- » College students successfully recruited as apprentices by the InterContinental at the O2
- » A packed programme of events during National Apprenticeship Week including: a partnership with Bexley Council to recruit apprentices; a 'Meet the Heads of Industry' panel event, discussing Women into Construction and Men into Early Years; a joint event with the Royal Borough of Greenwich, South East London Chamber of Commerce and Visit Greenwich to discuss skills, employment and development over the next decade
- » A pioneering 'takeover' event at the London Marriott County Hall Hotel, in which our students took on a range of roles during an intensive week of work experience

EMPLOYER ENGAGEMENT

This has been an exciting year for our employer engagement strategy as we rolled out a longer-term strategic 'membership' relationship programme with our partner employers.

This has resulted in strong progression of students from study programmes into apprenticeships as well as opportunities to take part in 'live' industry projects - such as the Marriott Hotel 'Takeover' and Local Authority community events such as the first ever 'Eco-Festival' in Bexley.

In 2019-20 we have engaged 143 employers through the membership model alone - this is in addition to over 1000 other employers supporting with work experience and apprenticeships.

EMPLOYER BOARDS

This academic year has also seen the roll out of our sector-focused employer panels. These were launched at the start of the pandemic in March and were chaired by employers from July 2020.

The Chairs for each sector are:

- » Construction- Wates
- » Engineering - Snap on
- » Business and Management Services - PwC
- » Service Industries - Metropolitan Police
- » Health, Care and Education - Certitude
- » Experience Economy- Novotel and Ibis London Greenwich

These have already proven to be a great success, leading to the following outcomes through the first set of meetings:

- » Feedback from the group supported our successful funding application to the GLA for an additional £367,984 to support people at risk of becoming redundant or who are most at risk of digital exclusion
- » Redevelopment of our Career Advantage programme, which ensures all students are equipped with the skills that employers need
- » Focused projects to roll out 'virtual work experience' in these very unprecedented times



Lloyds Banking Group Visit



SEND/NIDO VOLANS PROVISION

This year has been a challenging one for all learners, but in particular for our SEND learners who found it extremely difficult to join in remote delivery. However, with excellent support from teachers and learning support staff, our learners engaged in a range of activities from English and Maths, to forest school and sporting challenges.

Our Bromley SEND department closed during the lockdown, but our Bexley SEND department was set up as a Bexley Local Authority Hub. Take up numbers were initially low but by the end of the Summer term most of our learners were safely engaging in face-to-face learning.

Due to the extenuating circumstances, we had to use a combination of actual achievement and calculated grades to assess each learner at end of the year:

For 2019-2020 both retention and achievement remain outstanding:

Bromley

- » Retention - 99.4%
- » Achievement - 94.7%

Bexley

- » Retention - 100%
- » Achievement - 99.1%

Almost all our learners progressed internally to higher level programmes within SEND, with a few learners moving into the mainstream vocational areas.

An outstanding achievement was made this year by one of our learners who gained paid employment in the retail industry in March. He worked through the whole of the lockdown period, demonstrating the excellent commitment that learners with SEND can give to employers.

STUDENT EXPERIENCE

Our students are at the heart of everything we do. Engagement teams across our campuses run a series of events and activities throughout the year to ensure students are represented and able to get the most out of their college experience.

Highlights from 2019-20 include:

- » Election of Class Representatives to sit on the Student Council
- » Election of a Vice President and three officer roles for the Students' Union
- » Anti-bullying Campaign run by the Students' Union
- » National Awareness days/weeks including - sexual health week, Macmillan coffee morning, Black History month, World Mental Health Day, National Hate Crime awareness week, Remembrance Day, Eating Disorders awareness week, International Women's Day
- » 'Twilight College' activities - to engage students and provide them with a safe environment after the college day ends
- » ECO Festival Social Action project - In collaboration with Work Experience, the Engagement Team accompanied students at the London Eco Festival
- » Knife Crime debate
- » Lloyds Bank visits - Lloyds Banking Group visited all the College campuses to inspire students about careers in the finance sector
- » Election Activity - Manifestos from the main political parties were displayed in common rooms and various curriculum groups were visited and encouraged to do a virtual voting prior to the UK elections
- » Holocaust Survivor Talk - students listened and reflected on the testimony from Holocaust survivor Susan Pollack MBE
- » The Next Episode BBC Podcast - Students were invited to share their thoughts and concerns about Brexit to be broadcast the following evening. 6 students took part

Although further 'in person' events were not possible from March, a number of virtual activities and support sessions continued for students:

- » The updating of resources on the student portal, supporting learners with a range of information - from managing stress and mental health to encouraging them to take virtual tours of local museums
- » Students were encouraged to nominate their peers for the new Jack Petchey Community Scheme
- » Throughout the lockdown period, the College's Engagement team was tasked with contacting any student who was not engaging online or known to be vulnerable, to offer support and advice
- » Our counselling service provided continued support to students and their families throughout lockdown
- » Our college bursary fund supported students in need of technology to support their learning during the college closure. In total we provided equipment such as laptops and dongles to 233 individual students



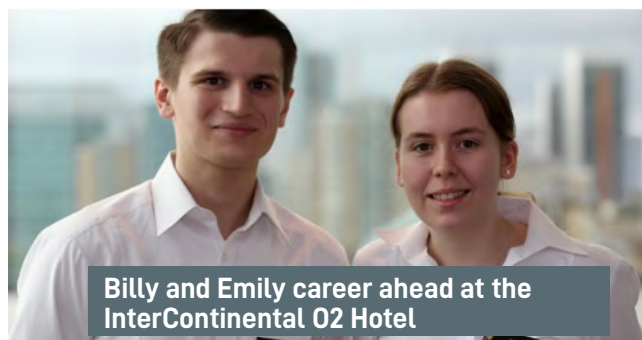
Chloe Tilling, Higher Education Alumni

A YEAR IN REVIEW

PART 1



BR6 Apprentice Lauren Polson chosen as a finalist for AOC Student of the Year Award



Billy and Emily career ahead at the InterContinental O2 Hotel



Academy students celebrate remarkable success at their annual awards evening



Jamie puts his carpentry and joinery skills to good use on DIY-SOS: The Big Build



London South East Colleges wins Queen's Anniversary Prize



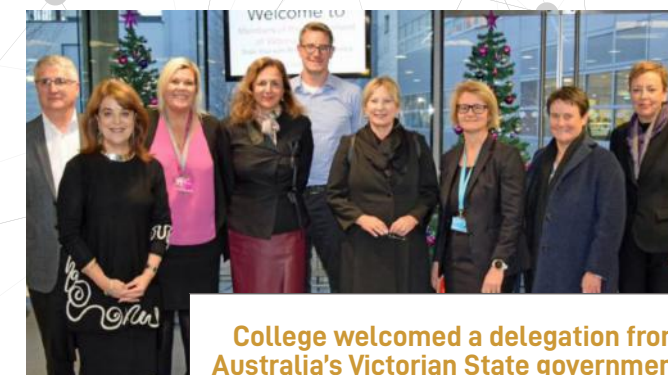
College unveils new partnership with Bromley Football Club Academy



Rap sensation Romzy interviews Sadiq Khan at London's biggest skills fair



Former student Kelly wins Building Surveying Category Prize at the RICS Matrics Young Surveyor of the Year Awards 2019



College welcomed a delegation from Australia's Victorian State government



Former student - now entrepreneur - Mark Trinick returns to College as 'Super-Governor'



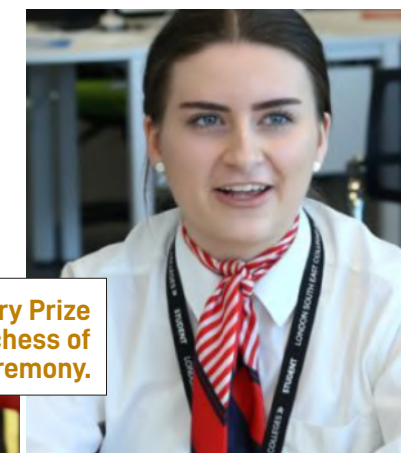
Academies achieve prestigious award for mental health support



College Principal appointed as National Leader of Education



College presented their Queen's Anniversary Prize by HRH The Prince of Wales and The Duchess of Cornwall at Buckingham Palace ceremony.



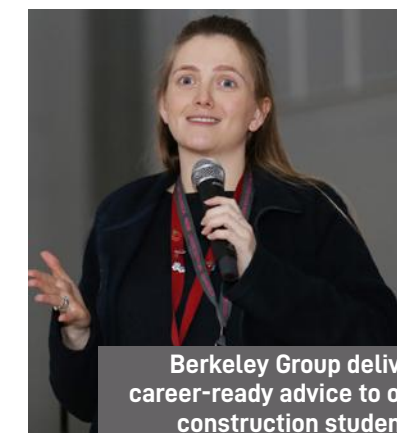
Student takeover challenge gets underway at The London Marriott Hotel County Hall



Abena Opong-Asare MP drops in to judge blog competition



Bromley Beacon Academy rated as 'Good with Outstanding Features' by Ofsted



Berkeley Group deliver career-ready advice to our construction students

LONDON SOUTH EAST ACADEMIES TRUST

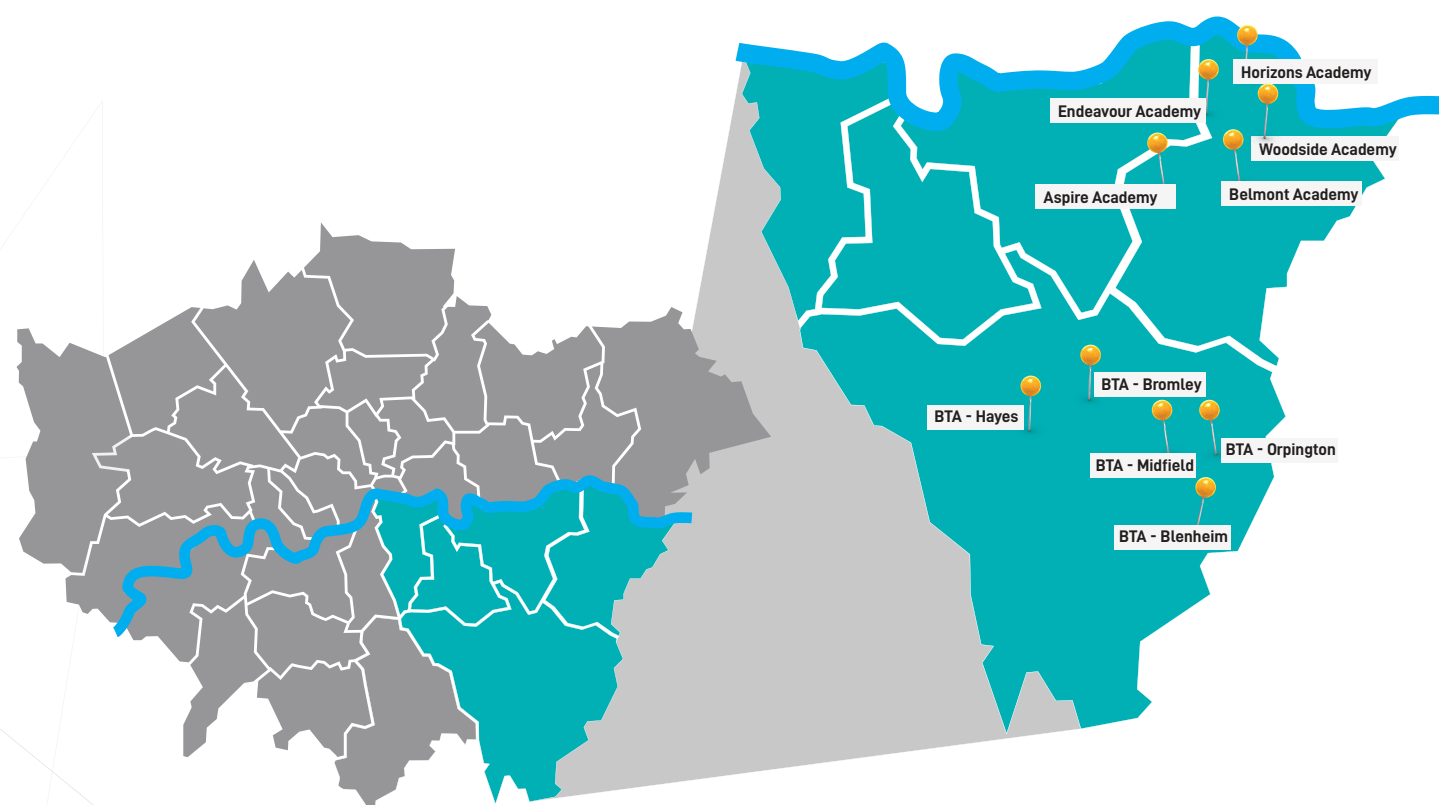
ABOUT LONDON SOUTH EAST ACADEMIES TRUST

Our Multi-Academy Trust continues to grow, currently incorporating eight schools across London and the south east.

In January 2020 we welcomed Bramley Oak Academy, located in Guildford, Surrey. A specialist school in for 5-11-year-old boys with Social Emotional and Mental Health (SEMH) needs, our Trust was selected to take on the failing school to improve provision and outcomes for the pupils.

BROMLEY HUB - EXECUTIVE HEAD TEACHER, NEIL MILLER

ACADEMY TRUST SCHOOLS:



**Bramley Oak Academy is located in Guildford, Surrey.*

BROMLEY BEACON ACADEMY

This Academy also has two sites - Bromley Campus and Orpington Campus.

It is a special academy for students who have an Education Health Care Plan (EHCP). Mixed provision is offered for 7-18-year olds with Social, Emotional & Mental Health (SEMH) needs.

BROMLEY TRUST ACADEMY

This Academy has two sites - Midfield Campus (Primary) and Hayes Campus (Secondary)

The Academy provides education and support for pupils who are at risk of being, or have been, permanently excluded from both primary and secondary schools.

It works with pupils to identify and remove barriers to learning in order that where possible, they can return to a mainstream school, access specialist school settings if needed or achieve academic and/vocational qualifications at Key Stage 4.

BRAMLEY OAK ACADEMY

Located in Guildford, Surrey, this school supports boys with SEMH needs from the ages of 5-11. The school has been supported by the Trust since January 2020, officially transferring in October 2020.

LONDON SOUTH EAST ACADEMIES TRUST - BROMLEY HUB

OUTCOMES:

- » 100% of students at Bromley Trust Academy (BTA) and Bromley Beacon Academy (BBA) achieved a qualification in English and maths in Year 11
- » Students at BTA achieved an average of 8.5 qualifications each
- » Students at BBA achieved an average of 7.2 qualifications each
- » The percentage of students gaining five GCSEs at grades 4-9 (including English and maths) increased by 7.6% to 31.6% at BBA and by 17% at BTA to 44%. For both schools this demonstrates a three-year upward trajectory
- » 88% of Year 11 students at BTA made expected progress in English and 84% in maths
- » 100% of Year 11 students at BBA made expected progress in English and maths
- » Almost every student in Key Stages 2, 4 and 5 achieved their EHCP outcomes successfully

PROGRESSION:

- » 94% of students leaving Bromley Beacon Academy (Bromley) and Bromley Trust Academy (Hayes) moved into employment, an apprenticeship or school/college.
- » All Year 6 students leaving Bromley Trust Academy (Midfield) were successfully placed at the most appropriate provision for their needs.
- » 100% of students in Years 10, 11, 12 and 13 undertook a work experience placement where appropriate either in person or virtually during the COVID-19 lockdown.

HIGHLIGHTS:

- » Bromley Beacon Academy and Bromley Trust Academy being recognised as Designated Ofsted Centres of Excellence for their outstanding teaching and learning delivery. This reflects the internal self-review and evaluation of teaching across the schools, which is 100% good or better at all times.
- » Bromley Beacon Academy achieving an 'Effective' overall judgement in its Challenge Partners Review and with leadership at all levels being recognised as 'Leading'.
- » Our Primary Outreach Service continuing to meet and exceed all KPIs set by Local Authority, including no permanent exclusions. As a result, the Local Authority has commissioned a larger service which will include a secondary outreach team for 2020-21.
- » Successful careers, work experience and transition programmes have been further developed by our outstanding Careers Lead.
- » Outstanding levels of system leadership demonstrated by senior leaders from Bromley Beacon Academy and Bromley Trust Academy when the Trust took over a failing Surrey primary SEMH school in April 2020. The progress made to date has been rapid.
- » Staff retention continues to be high across all schools.
- » Attendance, behaviour and exclusion data all demonstrate improvements since returning from lockdown, which is a huge accolade to the work that is carried out on a daily basis at all the sites.



LONDON SOUTH EAST ACADEMIES TRUST - BEXLEY HUB

BEXLEY HUB - EXECUTIVE HEAD TEACHER, JOANNE SOUTHBY

HORIZONS ACADEMY BEXLEY



This school offers alternative provision for children age 5-16. High quality education and behaviour intervention programmes are in place for pupils who are either excluded or at risk of exclusion from mainstream schools and who live within the borough of Bexley.

ASPIRE ACADEMY BEXLEY



This is a small special school for 5-11-year-olds, rated outstanding by Ofsted. It offers provision for children with emotional, social or behavioural difficulties.

ENDEAVOUR ACADEMY BEXLEY



This school offers alternative provision for children age 5-16. High quality education and behaviour intervention programmes are in place for pupils who are either excluded or at risk of exclusion from mainstream schools and who live within the borough of Bexley.

OUTCOMES:

- » 100% of pupils at Horizons Academy and at Endeavour Academy achieved at least a Level 1 qualification in English and Maths
- » 100% of pupils at Endeavour achieved 5+ passes including English and maths and 88% of pupils achieved the same at Horizons.
- » Progress for pupils against their FFT targets at Endeavour are extremely strong and show improvement year-on-year
- » Pupils at Horizons Academy achieved an average of 10.9 GCSE or equivalent qualifications
- » Pupils at Endeavour Academy achieved an average of 10.3 GCSE or equivalent qualifications an increase from 7.3 GCSE or equivalent qualifications gained last year
- » 82.4% of pupils left Horizons with eight or more GCSE or equivalent qualifications.
- » More than 70% of pupils at Endeavour in Year 11 gained eight GCSE qualifications.
- » 29% of GCSEs gained at Endeavour were at Grade 5+ or equivalent
- » 62% of pupils at Horizons gained Grade 4+ in English GCSE or Level 2 Functional Skills Literacy
- » 100% of pupils at Key Stage 1 at Aspire Academy met the standard to pass their Phonics Check

PROGRESSION:

- » 100% of pupils leaving Endeavour and Horizons Academies moved into employment, an apprenticeship or school / college
- » Key Stage 1 pupils at Aspire consistently met or exceeded their personal targets and made expected or better progress in all cases.
- » 93% of Key Stage 2 pupils at Aspire made expected or better progress in reading, 73% in writing and 80% in maths.
- » 100% of pupils who reintegrated to local mainstream schools remained in their placements beyond 12 weeks
- » Pupil Premium pupils at Endeavour Academy achieved at least in line with or above their peers in English, maths and science. BAME pupils equalled or outperformed their peers in English and science.
- » In Horizons all Pupil Premium pupils made expected or above progress in English, maths and science, outperforming their non-PP counterparts by 4-8%.

HIGHLIGHTS:

- » A new Medical Needs provision has opened at Horizons
- » An improved vocational offer at Key Stage 4 has significantly improved our accreditation offer with BTEC Hair and Beauty, Construction, Music and Catering at Horizons
- » Our new builds are operational, with additional places commissioned at the two special schools, increasing placements by 48
- » Our Horizons' Parents Forum continues to flourish providing parents with the opportunity to contribute to and shape the development of our services
- » Attendance continues to be a strength of our schools with Horizons Academy more than 20% above national attendance data for similar schools
- » Our Inclusion and Safeguarding Team won the Bexley Team of the Year Award 2020 in the London Teacher Awards.
- » Our Safeguarding Liaison Officer was named Bexley and overall London Wellbeing Champion in the London Teacher Awards

LONDON SOUTH EAST ACADEMIES TRUST - BELMONT AND WOODSIDE ACADEMIES

BELMONT AND WOODSIDE ACADEMIES - EXECUTIVE HEAD TEACHER, MADELAINE CAPLIN



A mainstream primary school also offering specialist facilities for children who are blind or visually impaired, together with provision for pupils who have a range of physical, medical and other learning needs.



A special academy for 5-19-year-olds with a wide range of learning disorders including ASD and moderate learning and medical needs.

OUTCOMES FOR BELMONT ACADEMY:

All external assessment arrangements for primary age pupils were cancelled at the end of the academic year 2019-20. Pupils were last formally assessed in March 2020 and predictions were based on this information.

- » The percentage of children attaining the expected standard was predicted to be well above national in all areas (reading, writing, maths)
- » Results have risen steadily over the last two years and predictions for 2020 are in line with this. The percentage of children attaining the expected standard in reading, writing and maths (combined) increased
- » Progress was predicted to be at least Good in all key areas
- » Attendance is in line with national expectations for primary-age pupils

The predicted outcomes for pupils at Belmont demonstrated year on year improvement in all areas and the expectation was that the school would demonstrate a clear upward trajectory and capacity to improve even further.

OUTCOMES FOR WOODSIDE ACADEMY:

Accreditation for pupils at Woodside was completed mainly by March 2020 and validated by external assessors. Teacher assessment was used for all other measures. The external assessors' report back to the school commented on the rigorous approach to teaching and assessment.

- » All Post-16 learners acquired certification at entry level and above
- » All leavers have gone onto college locally
- » Year 11 students have all left school to attend college or gone into the school's Post 16 provision.
- » All students achieved at least one entry level qualification or higher in a vocational area and similar outcomes in maths and English.
- » At Key Stage 3 and in the primary part of the school pupil outcomes and progress is measured using PIVATs (Performance Indicators for Value Added Target Setting). Progress measures are in line with targets set for individuals and cohorts of pupils.
- » Attendance and safeguarding are key priorities and attendance data shows that Woodside attendance is above the average for special schools nationally



Breaktime at Belmont Academy Bexley

LONDON SKILLS FOR GROWTH

ABOUT LONDON SKILLS FOR GROWTH

London Skills for Growth (LSFG) was established to directly respond to the growing number of young people and adults without the necessary skills to enter the world of work. The charity joined the London & South East Education Group in 2017. Its aim is to support young people and adults to improve their life changes through training and their journey to employment.

Education and training programmes across a range of areas are delivered to young people from the age of 16 through to adults. We focus on providing high quality traineeships and apprenticeships, with all our programmes including a high proportion of work experience, employer visits and seminars. 2019-20 has been a challenging year with LSFG centres having to close from March 2020 until July; in line with Public Health and Government advice. All teaching switched smoothly to remote delivery and reopened to small groups of learners in July to aid progression and provide support.

The pandemic prevented many physical skills assessments from taking place - particularly in apprenticeships in Childcare, Teaching Assistants and Hairdressing. As a result, some learners were unable to complete their apprenticeships by the planned end date and their achievements have been rolled over into the new academic year. At the time of writing, many have already been achieved.

IN 2019/20, LONDON SKILLS FOR GROWTH HAS:

- » Worked with 461 learners in total
- » 117 learners on Traineeship Programmes. Of these learners, 50% have progressed into sustainable employment or training, with the others focusing on securing progression
- » Worked with 344 apprentices
- » Worked with at least 195 employers

HIGHLIGHTS:

- » The London Skills for Growth model of delivery switched smoothly to remote delivery during the pandemic with little disruption. Planned remote delivery sessions were well attended and the quality of sessions observed was good
- » LSFG staff maintained weekly contact with learners, recording participation at remote delivery sessions and offering telephone support
- » The majority of apprenticeship learners on Standards continued to achieve distinctions.
- » The majority of traineeship learners developed their personal, social and employability skills, benefitting from a variety of extra-curricular enrichment activities. These learners gave good feedback about their programme, valued their work experience and enjoyed the experiences offered to them by their enrichment programme.

A YEAR IN REVIEW

PART 2



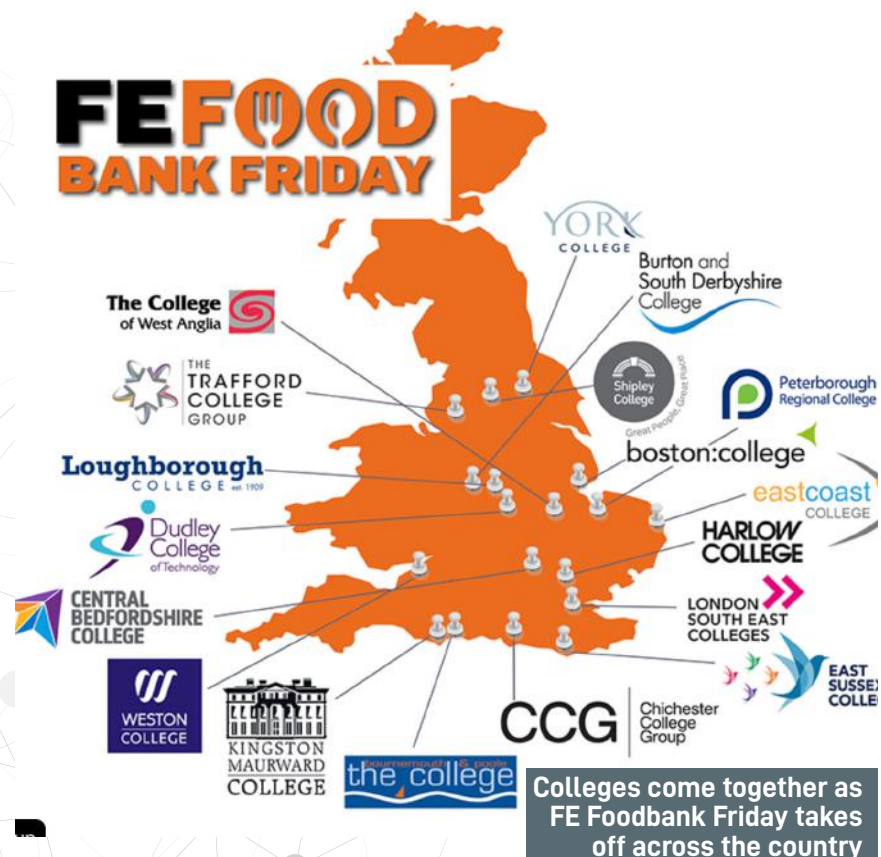
Students' 'Super-Marriott' takeover runs like a dream



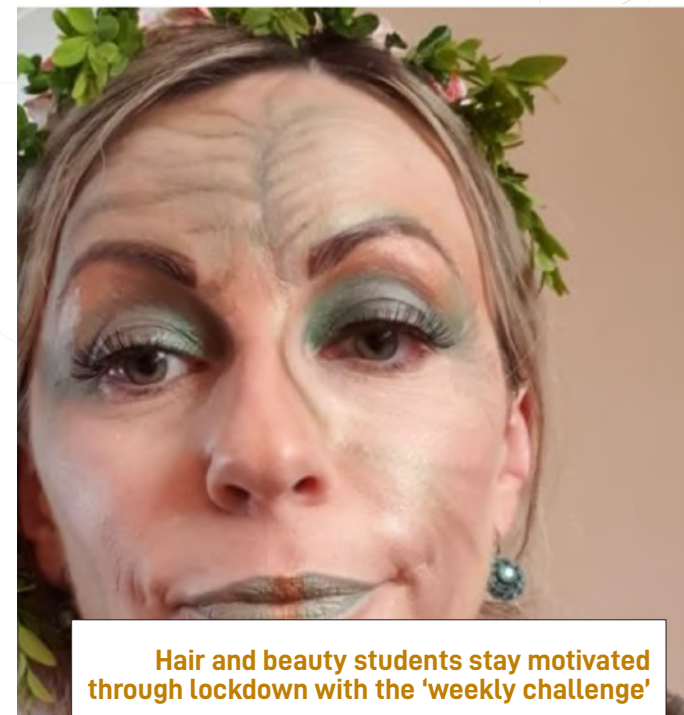
Caring students row through the night for Maypole Project



Jane makes good use of lockdown by manufacturing PPE for frontline workers



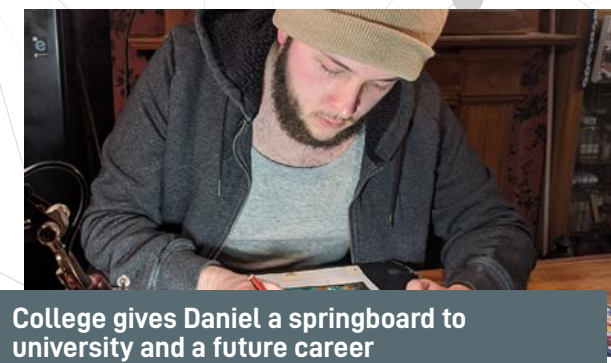
Colleges come together as FE Foodbank Friday takes off across the country



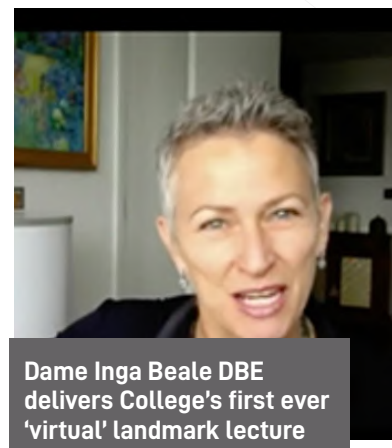
Hair and beauty students stay motivated through lockdown with the 'weekly challenge'



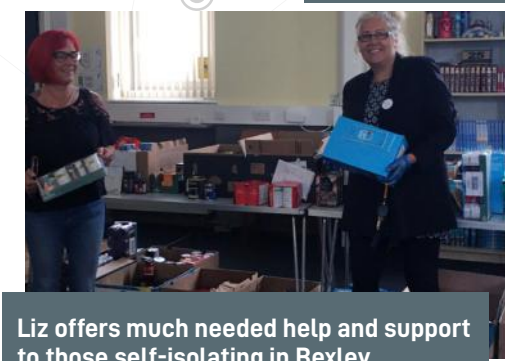
College lends its hands, its expertise and even its car parks in the fight against coronavirus



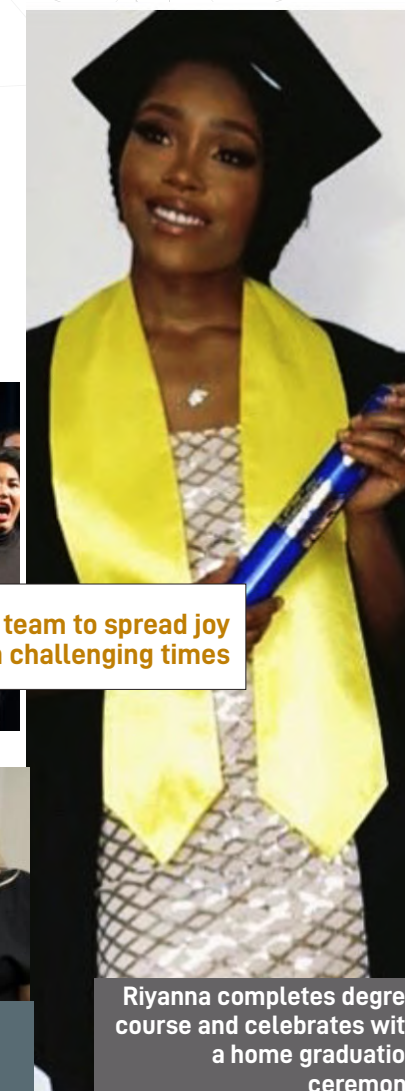
College gives Daniel a springboard to university and a future career



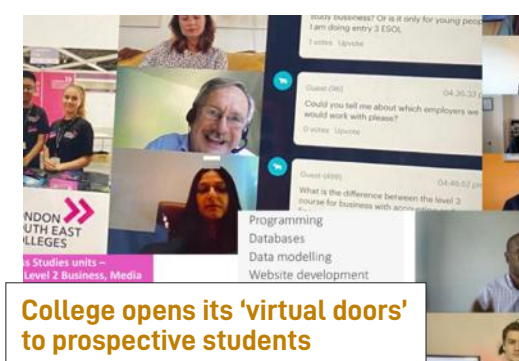
Dame Inga Beale DBE delivers College's first ever 'virtual' landmark lecture



Liz offers much needed help and support to those self-isolating in Bexley



Riyanna completes degree course and celebrates with a home graduation ceremony



College opens its 'virtual doors' to prospective students



New-look performing arts team to spread joy of the arts through challenging times



College Recognised as a 'GREAT Inspiration' for Coronavirus Response



National Recognition for College SEND Team

FINANCIAL INFORMATION

LONDON SOUTH EAST COLLEGES - FINANCIAL INFORMATION

The College continues to make progress following its triple merger in 2016, with the deficit for the year decreasing significantly since that time. Total income for 2019/20 increased compared to 2018/19 and through strong leadership and cost control, the College achieved an improvement to its operating position, despite the challenges presented by the Coronavirus pandemic. Prior to exceptional property costs in respect of projects+ adversely impacted by the pandemic, and FRS102 adjustments, the College made a surplus for the year of £1.14m which was an excellent result.

The overall financial results of the college show its financial health score to be 'Good'. The College continues to ensure a concerted effort to reduce operating costs, stringently monitor spend and ensure best value is achieved.

	2019/20	2019/20	2018/19	2018/19
	GROUP	COLLEGE	GROUP	COLLEGE
	£'000	£'000	£'000	£'000
INCOME				
Funding body grants	33,238	31,805	31,922	30,136
Tuition fees and education contracts	6,773	6,713	6,948	6,896
Other grants and contracts	5,708	5,641	5,765	5,765
Other income	1,127	1,005	1,561	1,390
Endowment and investment income	36	36	48	48
Total income	46,882	45,200	46,244	44,235

LONDON SOUTH EAST COLLEGES - FINANCIAL INFORMATION

	2019/20	2019/20	2018/19	2018/19
	GROUP	COLLEGE	GROUP	COLLEGE
	£'000	£'000	£'000	£'000
EXPENDITURE				
Staff costs	27,597	26,657	30,505	29,321
Other operating expenses	13,410	12,433	11,554	10,675
Depreciation	4,524	4,343	4,551	4,446
Interests and other finance costs	631	631	686	686
Total expenditure	46,162	44,064	47,296	45,128
SURPLUS/(DEFICIT)BEFORE EXCEPTIONAL ITEMS	720	1,136	(1,052)	(893)
FRS 102 costs	2,263	2,263	1,888	1,888
Aborted capital projects costs	13,410	12,433	11,554	10,675
SURPLUS/(DEFICIT) FOR THE YEAR	(2,611)	(2,195)	(2,940)	(2,781)



LONDON SOUTH EAST ACADEMIES TRUST - FINANCIAL INFORMATION

Our Multi Academy Trust continues to expand, now including eight academies which are Primary Schools, Special Schools and Pupil Referral units across South East London and Surrey. The 2019/20 accounts below reflect full year figures for Belmont Woodside Federation (BWF) which joined in April 2019. The difference in the Net income/(expenditure) compared to the prior year is due to BWF joining the trust during 2018/19.

Bramley Oak Academy, a Special School in Surrey, joined the Trust on the 1 October 2020. The Trust continues to ensure a concerted effort to maximise its income, reduce operating costs, and ensure best value is achieved for pupils.

	2019/20	2018/19
	£'000	£'000
INCOME		
Donations and capital grants	146	273
Transferred from Local Authority on conversion	(217)	10,431
Funding for the Academy Trust's educational operations	21,804	16,307
Total income	21,733	27,011
EXPENDITURE		
Charitable activities	0	678
Academy Trust educational operations	21,291	15,417
Total expenditure	21,291	16,095
SURPLUS BEFORE FRS102 PENSION ADJUSTMENTS	442	10,916
FRS102 Pension Adjustments	1,039	838
(DEFICIT) / SURPLUS FOR THE YEAR	(596)	10,078



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