



## **1. COLLEGE PURPOSE AND MISSION**

The College's primary purpose is to be a 'Catholic College for the Community', providing an excellent sixth form education for young people aged 16-18 in St Helens, and the wider Liverpool City Region, in a 'caring, Christian environment', an education which enables these young people to progress successfully from the College to higher level destinations.

This is encapsulated in the College's Mission which is to:

'be a centre of educational excellence, opportunity, challenge and support within a caring, Christian environment'.

By fulfilling this Mission, every young person at the College will reach their absolute potential, and will progress successfully from the College to higher level destinations, with the academic qualifications and the wider skills necessary for success in these higher-level destinations. For the majority of 18-year olds at the College, their next step is Higher Education, and from there into their future careers in the national, regional or local economy.

## **2. STRATEGIC AIMS & OBJECTIVES**

The current Strategic Plan covers the period 2022-2025. It was drawn up before the statutory duty to produce an annual Accountability Agreement, detailing how the College's curriculum contributes towards meeting national, regional and local learning and skills needs, was placed on Colleges (December 2022). The aims and objectives in this Accountability Agreement Part 2 align with the longer term aims and objectives of the College, as outlined in the College's Strategic Plan 2022-2025.

These are:

**CONTEMPORARY** To be a modern College prioritising sustainability and climate change; digital transformation; the learner journey from applicant to alumni; and first-class accommodation and resources

**EDUCATIONAL EXCELLENCE** To encourage creative, innovative and reflective approaches to curriculum intent; culture; leadership and governance; and meeting the skills needs of the region and nation

**OPPORTUNITY** To achieve outstanding levels of performance in all aspects of College life, including student outcomes

**SUPPORT & CHALLENGE** To ensure every individual feels part of the College community and plays an active role in this community

CHRISTIAN ENVIRONMENT To promote a welcoming, inclusive, supportive, challenging and caring College community, rooted in the Carmelite tradition\*, and the teachings and example of Our Lord Jesus Christ, where the unique gifts and dignity of each individual are respected and treasured

\*Carmelites seek to walk in the light of Christ, and to help those whom God sends into their lives to see that same light.

### **3. CONTEXT AND PLACE**

The College is a single site Sixth Form College located in St Helens, Merseyside.

37% of 16–18-year-olds enrolled at the College come from St Helens, and 63% from the wider Liverpool City Region, home to some of the most deprived areas in the country, including Knowsley, the second most deprived area in England, where 1 in 4 residents are classed as income deprived. 23% of the 16-18 cohort come from Knowsley. There are 1850 funded 16–18-year olds in total enrolled at the College, recruited from over 120 different schools.

The College specialises in Level 3 Academic pathways to higher education and future careers and offers 42 Level 3 A level and Applied General Qualifications for the 16-18 cohort. GCSEs in Maths and English Language are offered, two key passport qualifications to higher education and future careers.

The college also offers Foundation Learning provision at both Entry Level and Level 1. 90% of the Foundation Learning cohort have an Education Health Care Plan (EHCP), of these 61% have high additional learning support needs.

Of the Level 3 16-18 year old cohort 9% have disclosed a learning difference or disability, of these 6% have high additional learning support needs.

The College also offers a diverse range of enrichment opportunities, both subject specific and cross college.

There is a University of the Arts, London (UAL) Foundation Diploma in Art offered at Level 4. The College also has a longstanding partnership with the University of Liverpool, which began in 1995. Carmel is an Associated College of the University and delivers Foundation Level courses to validated degree programmes at the university within the Faculty of Science and Engineering and the Faculty of Health and Life Sciences. Through the Foundation Level courses, the College has had success in widening participation to degree programmes in these two faculties.

Student outcomes are strong, and at Level 3 Advanced Level student outcomes are consistently in the top 25% of all schools and Colleges in England for value added performance.

72.9% of 16–18-year-olds studying at Level 3 Advanced Level progress from the College to university. 23.2% of Level 3 Advanced Level students' progress to universities within the Liverpool City Region and 47.6% to universities within the North-West region.

Almost exclusively, 16–18 year old students on Education and Skills Funding Agency (ESFA) funded 16-19 Programmes of Study are full-time with a funding allocation of £10,513k for the College. Non ESFA funding totals £2,100k.

As a predominantly state funded College, the College intent is to be inclusive, and to recruit as many 16–18 year olds from St Helens and the surrounding areas as can benefit from what the College has to offer. This intent is reflected in the College's entry criteria, and average GCSE point score on entry

to Level 3 at the College (6.0 as opposed to a Sixth Form College average of 6.45 in 2021. Last available data). It is also reflected in a curriculum offered from Foundation level to Higher Education level.

St Helens is a local authority borough in the Liverpool City Region. The Liverpool City Region is a combined authority region in England, incorporating Liverpool and Sefton and the neighbouring local authority boroughs of Halton, Knowsley, St Helens and the Wirral. The combined authority is led by a Metro Mayor. The Liverpool City Region has an estimated combined population of 1.5 million.

### Map of Liverpool City Region



There are 5 Chambers of Commerce within the Liverpool City Region. St Helens Chamber is the recognised lead on the development of the Local Skills Improvement Plan (LSIP) for the Liverpool City Region. This LSIP is being developed through a series of in-depth consultations with employers and other key stakeholders across the Liverpool City Region, to identify the future skills needs for the economy of the Liverpool City Region. The LSIP for the Liverpool City Region will be submitted to the Department for Education (DfE) by May 31<sup>st</sup> 2023.

Early indications of the identified principal activities in the Liverpool City Region are:

- *Manufacturing*
- *Construction*
- *Other Services (Business Support/Public Administration/Telecommunications/Engineering/Translation Services)*
- *Education*
- *Administrative Support*
- *Consulting*
- *Health, Social Work and the Third Sector (non-governmental and non-profit making organisations)*

Manufacturing and Construction appear in the Top 2 principal activities for all 5 local authority boroughs.

There is however still a measure of uncertainty about the future skills needs required for the economy of the Liverpool City Region. There is a short-term interest (18-24 months) in a skills uplift in:

- *Leadership and Management*
- *Technical Skills*

- *Customer Service*
- *Digital, IT, Data Analysis*
- *Sales and Marketing*
- *Specialist Functions*

Equally valued by regional and local employers are wider skills such as a willingness to learn and to work hard, reliability, a positive attitude, an ability to work within a team, an ability to lead, and well-developed people and communication skills.

Recruitment was identified as the key way of ensuring that these skills uplift needs are met, with recruitment to be primarily focused on new apprentices and new graduates, and their talent to be nurtured in-house.

The ambition, as outlined in the Liverpool City Region: Plan for Prosperity, is that by 2035 there will be a well aligned skills needs and skills pipeline in the Liverpool City Region economy, leading to:

- Increased labour market participation (and economic activity at the national average of 79% from its current base of 76%)
- Improved levels of health equity (and good progress towards the government’s target of at least five extra healthy, independent years of life)
- Transformed education (in particular, reducing the number of young people Not in Education, Employment or Training {NEETs}, and matching the national level of working people with NVQ4+ qualifications, 43% from a low base of 38%, alongside reducing those with no qualifications, from a high base of 9% to the national level of 6%)
- Demand for skilled labour is matched by supply
- Talent (particularly indigenous talent) is nurtured and retained (having more highly skilled people and graduates working in the Liverpool City Region’s labour market is a key priority. 60% of graduates in the Liverpool City Region leave the region at the end of their studies)

At a national level, the National Skills Priorities have recently been identified (April 2023). These are all activity areas with high volume vacancies, which are only expected to increase:

- Construction (also Liverpool City Region)
- Manufacturing (also Liverpool City Region)
- Digital and Technology (also Liverpool City Region: short term 18-24 months)
- Health and Social Care (also Liverpool City Region)
- Haulage and Logistics
- Engineering (also Liverpool City Region)
- Science and Maths

T Level Development is a key part of the government strategy for addressing the growing skills needs in these activity areas.

#### **4. APPROACH TO DEVELOPING THE PLAN**

The Department for Education believe that stakeholder engagement is key to ensuring that the curriculum offered by a College is contributing to national, regional and local priorities for learning and skills. The Department for Education (DfE) therefore expects all Colleges to engage with a wide range of national, regional and local stakeholders, around priorities for learning and skills needs.

Carmel College engages with a wide range of national, regional and local stakeholders, and works collaboratively with them to ensure that the curriculum offered at the College is contributing to the national, regional and local priorities for learning and skills.

The College is an active member of the Sixth Form College Association (SFCA), the MAPLE Group (13 highly performing Sixth Form Colleges), the Association of Catholic Sixth Form Colleges (ACVIC), the North West Sixth Form Colleges Principals’ Group, the St Helens Association of Secondary Headteachers (ASH) and the Archdiocese of Liverpool’s Secondary Schools Improvement Trust (ALSSIT).

The College is a member of the St Helens Chamber, and the Chair of the Chamber is a governor at the College. As a member of the St Helens Chamber, the College has been actively engaged, alongside other key stakeholders, in the in-depth consultation for the Local Skills Improvement Plan (LSIP) and has participated in focus groups. The College is also a member of the St Helens Safeguarding Children’s Partnership.

Leaders at all levels within the College liaise actively with local schools, local employers and local higher education institutions. The College hosts an annual Employer and Higher Education Fair at the College. It also invites local employers and representatives of local Higher Education institutions to the College to participate in the annual quality review of courses at the College, at the beginning of the academic year, to help ensure that these courses are developing the knowledge (as appropriate) and the wider skills valued by employers and university admissions tutors.

The College has a formal partnership with the University of Liverpool and The University of the Arts, London. The College was an original member of ‘Shaping Futures’ group, a group of local Higher Education and Further Education institutions, who as part of the Office for Students University Connect Programme, aimed to boost Higher Education (HE) participation rates in the country’s most disadvantaged areas, such as Knowsley. Carmel is also a member of the Higher Education University of Liverpool Schools and Colleges Advisory Group.

The majority of 18-year-olds at the College will leave the College to pursue an undergraduate degree course, and will enter the national, regional and local labour market as the career graduates these economies need. An increasing minority leave to service the higher-level apprenticeship pipeline.

## 5. CONTRIBUTION TO NATIONAL, REGIONAL AND LOCAL PRIORITIES (FOR LEARNING AND SKILLS)

| Aim for 2023/24 Academic Year   | Target/Impact and/or Contribution towards National, Regional and Local Priorities for Learning and Skills   |
|---|---|
| <p>1. To relaunch T Levels, and embed as sustainable elements of the 16-18 curriculum, from September 2024, in two areas where the College has a strong track record of offering Applied General Qualifications, and has strong links with local employers: <b>Health and Social Care</b> and <b>Business</b> (College Strategic Aims 2.4a 4.4c).</p> | <ul style="list-style-type: none"> <li>Target is to meet the T Level allocation of 24 for 2024-2025 to help increase the pipeline of potential apprentices for the following regional and local key principal activity areas: Health, Social Work and the Third Sector and Customer Service, Sales and Marketing, where in the short term (18-24</li> </ul> |

|  |  |
|--|--|
|  | <p>months), regionally and locally, a skills uplift is needed</p> <ul style="list-style-type: none"> <li>• Health and Social Care is also a National Skills Priority area.</li> <li>• T Level development is part of government’s strategy to help address the skills deficit in this key priority area</li> </ul> <p>Success Measure: T level allocation for 2024-2025 is met</p>   |
| <p>2. To continue to offer the highly successful Foundation Level courses (called Year 0) to validated degree courses in the Faculties of Science and Engineering and Health and Life Sciences at the University of Liverpool (College Strategic Aim 2.1e)</p> | <ul style="list-style-type: none"> <li>• Target is to recruit 300 Year 0 students for 2023-2024 to continue to provide a pathway to higher education for those who might not otherwise have come to study in the Liverpool City Region, and/or considered study at this level, and/or who might otherwise have been excluded from study at this level</li> <li>• This will help reduce the 5% gap in the number of people qualified to Level 4 and above in the Liverpool City Region (38% in the Liverpool City Region compared to 43% nationally)</li> <li>• It will also further widen participation in Higher Education, thereby helping to increase the pipeline of Science, Engineering and Health and Life Science graduates needed by the regional and local economy by 2035 to achieve the ambitions in Liverpool City Region: a Plan for Prosperity</li> <li>• Also needed by the national economy. Science, Engineering and Health and Social Care are all areas with high volume vacancies, expected to increase, and therefore are agreed across Government as National Skills Priority areas</li> </ul> <p>Success measure: Target number for Year 0 students for 2023-24 is met</p> |
| <p>3. To continue to offer essential skills up to Level 2 in English and Maths</p>   | <ul style="list-style-type: none"> <li>• Target is to support those without a qualification in English and/or Maths at Level 1 and/or 2 to achieve such a qualification during their time at Carmel College, to aid their progression to higher level study and employment</li> <li>• The development of these essential skills up to Level 2, beyond compulsory education to 16, is a National Priority</li> </ul>  |

|  |   |
|--|---|
|  | <p>Success measure: More students leave the College in August 2023 with a formal Level 1 or Level 2 qualification in English or Maths than started with one in September 2022</p>   |
| <p>4. To introduce a new, vocational A Level in Engineering to the curriculum offer for September 2023</p>   | <ul style="list-style-type: none"> <li>• Target is to develop and implement a single A Level equivalent in Engineering into the A Level curriculum offer for September 2023</li> <li>• This is also to help increase the pipeline of Engineering graduates needed by the regional and local economy by 2035 to achieve the ambitions in the Liverpool City region: a Plan for Prosperity</li> <li>• Engineering is an identified National Skills Priority area too, an area with high volume vacancies</li> </ul> <p>Success measure: At least 1 A Level equivalent Engineering group (up to 24 students) is recruited for September 2023</p> |
| <p>5. To develop through the curriculum the Top 10 wider employability skills identified by the World Economic Forum (College Strategic Aims 2.1d 2.4c 3.4e)</p>   | <ul style="list-style-type: none"> <li>• Target is to embed these skills in curriculum delivery to ensure young people at the College develop the wider employability skills regional and local employers identify as a need, and value equally alongside specific career knowledge and technical skills, given how rapidly the world of work is changing (and with people often making 4-5 career changes in their lifetime). These transferable wider skills are key to sustained future employability</li> </ul> <p>Success measure: Positive destinations for all 16–18-year-old students at the College in Summer 2024</p>               |
| <p>6. To plan for the introduction of a digital skills course for September 2024 for all Level 3 students, as part of their first year Programme of Study at the College, (College Strategic Aims 2.1c 3.4e)</p> | <ul style="list-style-type: none"> <li>• Target is that all Level 3 students in their first year will complete an accredited digital skills course, to help ensure they are digitally proficient, and able to move successfully onto their next steps, for the majority higher education, and into the fourth industrial revolution (Klaus Schwab 2016), a revolution fuelled by the following rapid changes in technology: Artificial</li> </ul>   |

|  |   |
|--|---|
|  | <p>Intelligence; Internet of Things; Cobots; Augmented Reality and Virtual Reality; Big Data; 3D and 4D Printing.</p> <ul style="list-style-type: none"> <li>• Digital skills are identified as important skills for investment (next 5 years) in the Liverpool City Region (Business Research Report March 2023).</li> <li>• The development of enhanced Digital and Technology skills is also a National Skills Priority.</li> <li>• People entering the Labour Market nationally, regionally and locally need to be digitally proficient to embrace the fourth industrial revolution.</li> </ul> <p>Success measure: all Level 3 students in year 12 complete an accredited digital course by Summer 2024</p>                                      |
| <p>7. To re-launch the College’s cross college enrichment offer for September 2023 (College Strategic Aims 2.1a 2.1b 2.1d 3.4e)</p>  | <ul style="list-style-type: none"> <li>• Target is to offer to all 16–18-year-old students at the College a wide range of subject specific and cross college enrichment activity to equip them with the wider skills and behaviours valued in particular by regional and local employers, such as teamworking skills, leadership skills, the ability to communicate well in written form, digitally and verbally etc.</li> <li>• Given how rapidly the world of work is changing, and with people often making 4-5 career changes in their lifetime, these transferable wider skills are key to sustained future employability</li> </ul> <p>Success measure: Positive Destinations for all 16–18-year-old students at the College in Summer 2024</p> |
| <p>8. To continue to develop meaningful and impactful external engagement with local employers and higher education institutions (College Strategic Aims 3.2c 3.4e 4.4c)</p> | <ul style="list-style-type: none"> <li>• Target is to ensure that every course at the College (including those in development, such as T levels) has at least two external stakeholders (employer/higher education institution) who will engage in meaningful dialogue with the course team about the design and delivery of the course, and who will be involved in the annual quality review of the course, as advisors, to help inform future course development/improvement.</li> </ul>   |



|  |  |
|--|--|
|  | <ul style="list-style-type: none"> <li>• This will not only help ensure that the College’s curriculum offer continues to contribute to national, regional and local economic priorities, where possible, it will help to support the successful introduction of T levels at the College.</li> <li>• It will also help the College to fully meet the ‘The Quality in Careers Standard’ across all eight national Gatsby benchmarks.</li> </ul> <p>Success measure: every course has a valuable and meaningful relationship with two external stakeholders, at least one of which must be an employer, by Summer 2023. The college has fully met ‘The Quality in Careers Standard’ by January 2024.</p>  |
| <p>9. To maintain a value-added performance at Advanced Level in the top 25% of all schools and Colleges nationally (College Strategic Aim 2.1e 3.4a)</p>        | <ul style="list-style-type: none"> <li>• Target is to secure an ALPS grade of 3 or above for student outcomes at Advanced Level in Summer 2023 to continue the excellent track record of successful value added at the College, which in turn enables more young people to progress to higher level destinations, including university, and in so doing helps to tackle social disadvantage. Research by the Sutton Trust shows that young people from disadvantaged backgrounds (46% of Carmel student reside in widening participation postcode areas, 22% Polar 1 entries at Carmel College [destinations 2022]) are more likely to be socially mobile, if they go to university</li> </ul> <p>Success measure: ALPS 3 or above for Advanced Level Value Added Performance in Summer 2023</p> |
| <p>10. To continue to provide an excellent pathway to higher education, with more students securing university places (College Strategic Aims 3.4a and 3.4c)</p> | <ul style="list-style-type: none"> <li>• Target for 2023 is to maintain the high percentage of students securing and then progressing to a university place at around 73%, to help increase (longer term) the pipeline of graduates needed by the national, regional and local economy, and to promote Social Mobility.</li> </ul>   |

|  |   |
|--|---|
|  | <ul style="list-style-type: none"> <li>• Research by the Sutton Trust shows that young people from disadvantaged backgrounds, (46% of Carmel student reside in widening participation postcode areas, 22% Polar 1 entries at Carmel College [destinations 2022]) are more likely to be socially mobile, if they go to university.</li> <li>• This will also help to increase the number of people qualified to Level 4 and above in the Liverpool City Region, and thereby help to close the 5% gap between the 38% qualified to Level 4 and above in the Liverpool City Region, and the 43% national average.</li> </ul> <p>Success measure: Target for positive destination to a higher level of study (degree level or degree apprenticeship level) is met</p> |
|--|---|

## 6. SELF-ASSESSMENT

We make a *reasonable* contribution to local, regional and national skills needs and the above are our priority actions to strengthen this contribution.

## 7. CORPORATION STATEMENT

On behalf of the Carmel College Corporation, it is hereby confirmed that the plan as set out above reflects an agreed statement of purpose, aims and objectives as approved by the Corporation at its meeting on Thursday 4 May 2023.

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

Chair of Governors  
Helen Stevenson



\_\_\_\_\_  
Date: 4 May 2023

Principal/Chief Accounting Officer  
Janet Nevin



\_\_\_\_\_  
Date: 4 May 2023

## 8. REFERENCE TO RELEVANT SUPPORTING DOCUMENTATION

- Carmel College Strategic Plan 2022-2025. This can be located on the College website
- Liverpool City Region. Local Skills Improvement Plan: Business Research Findings. Funded by the DfE
- Liverpool City Region. Employment and Skills Leads: Update on Local Skills Improvement Plan. January 2023
- The Liverpool City Region: Plan for Prosperity
- Introduction of T levels – GOV.UK ([www.gov.uk](http://www.gov.uk))
- The World Economic Forum Top 10 Skills for 2025
- The Fourth Revolution Klaus Schwab 2016
- Universities and Social Mobility - Sutton Trust November 2021
- College and Local Authority Accountability Agreements Guidance: original December 2022 and update April 2023

