

# Capel Manor College

## Annual Accountability Statement May 2023

*Providing outstanding and inspirational land-based learning opportunities across the Greater London region*

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# 1. Statement of Purpose

The College's current Strategic Plan 2022-27 sets out the purpose and vision of the College. It was approved by our Governing Body on 15 December 2021 and a summary included in the Reports & Financial Statements for the year ending July 2022 (link included at Section 6). It is due for revision in September this year.

**Mission:** *To support the environment and green skills in London*

**Vision:** *An environmentally, economically and socially sustainable future for our students*



Our Strategic Objectives are:

**Strategic Objectives:**

- 1. Equip our students with the knowledge, practical skills and personal behaviours needed to fulfil worthwhile careers and individual development and promote productivity and economic wellbeing**
- 2. Remain a confident, aspirational, inspirational, and consistently outstanding college making learning opportunities accessible to all Londoners**
- 3. Support lifelong learning to enhance individuals' prospects and social mobility via clear and sustainable pathways from entry to advanced levels of study leading to rewarding careers**
- 4. Lead on equality, diversity and inclusion to be truly representative of the diversity of London, embracing and promoting inclusivity in land-based careers.**
- 5. Engage in environmentally sound and financially sustainable management of green space, farms, animal collections and related businesses, for the benefit of the public, and education**
- 6. Actively seek the views of employers, students and other organisations to remain responsive and current and maintain strong partnerships and collaborative ventures locally, nationally and internationally**
- 7. Provide outstanding resources, education and training activities that we manage sustainably and considerately, with nature and the climate in mind.**

## 2. Context & Place

**Capel Manor College is London's specialist land-based, environmental training provider** delivering skills and education across a range of 'green' sectors including: environmental conservation; horticulture, garden design & landscaping; sports turf management; animal management; access to veterinary science; tree surgery & forestry; saddlery & shoemaking; floristry and event styling.

**With a citywide approach and five campuses across London**, the College combines its unique **partnerships** with **employer-led, often work-based curriculum design** to enable the provision of accessible routes for all Londoners, at all levels of study, from entry to Higher Education, in environmental education and training.

**The College's flexible delivery methods** and varied pathways, including full/part-time, short course, online and apprenticeship/work-based options, maximise accessibility for young people and adults alike, supporting social mobility and pathways to employment and further study.

**The College provides learning for over 3000 students** including those on apprenticeships, professional short courses, 16-18 study programmes, full cost-recovery courses, and higher education programmes.

**The College attracts students from 32 Local Authorities** and supports their individual needs within diverse communities. It has one of the highest diversity ratio for any land-based college and plays a key role in developing underpinning skills in literacy, numeracy and digital competency:

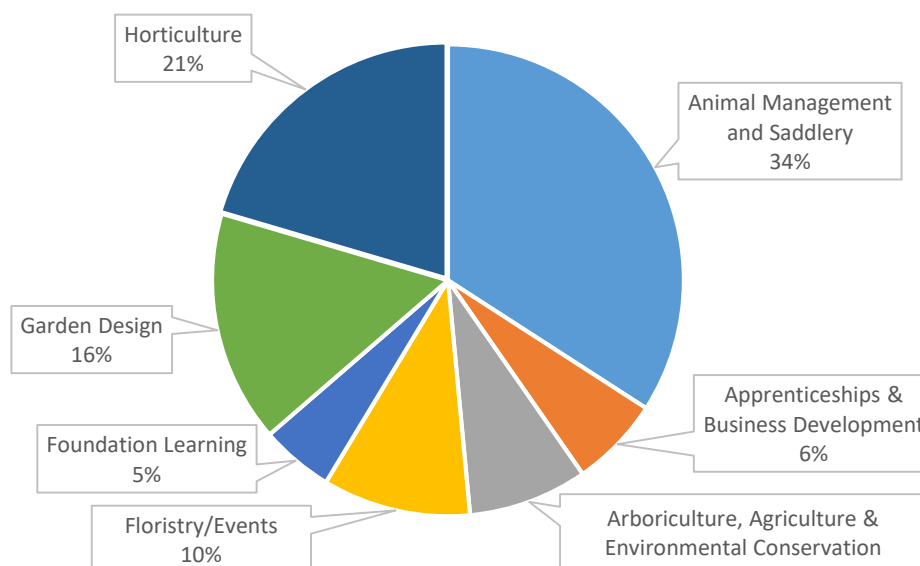
- 24.5% of students have declared disabilities; 668 (19.7%) students have special educational needs (SEN), including 207 High Needs students with an Education Health & Care Plan (EHCP);
- 28% of provision is at Level 1; 42% at Level 2; and 29% at Level 3;
- 32.7% of the student cohort are from ethnic minority communities;
- 64% of our 16-18 year-old students come from areas of significant social and economic deprivation, with 12% in receipt of free school meals;
- only 49% of our students joined the College with both maths and English qualifications at grade 4 and above, or equivalent; and
- 29% joined without any prior qualifications in either maths or English (11% more than land-based colleges outside London).





**The College's curriculum** balances more than a half of its students on green environmental courses with about a third on animal management and related courses, and just over 10% on apprenticeships, business & foundation learning programmes.

Curriculum Mix & Balance 2022-23



### 3. Approach to developing the Accountability Statement

This Accountability Statement has been developed from the series of live dialogues which continually shape the College's provision.

- The College works closely in partnership with its many stakeholders, Local Authorities, employer representative bodies and key employers across all areas of its specialist provision. This ensures that a continual review of employer and community needs is reflected in the design and evolution of the curriculum and courses offered to its students.
- Alongside these regular dialogues, the College is a vital member of the Mayor's Green Skills Academies, partnerships which have played the key role in driving the education and skills response to the green skills agenda across London over the past 12 months. Capel's role is particularly important because it drives the focus on the environment, alongside the significant focus on green building and construction skills provided by other colleges.
- The College is an active participant in the consultation process with BusinessLDN which shapes contributions to the Local Skills Improvement Plan (LSIP), due to report in autumn 2023.

The Statement was developed from these sources and shaped through review and discussion by the College Senior Leadership Team and wider College management team through the course of March-May 2023. The Statement was reviewed and agreed by the

College Governing Body on 17 May 2023. It will be reviewed and updated annually, reflecting the range of ongoing dialogues and curriculum-shaping inputs referred to above.

## 4. Capel's Contribution to National, Regional & Local Priorities

This section sets out 3 aspects of the College's current and future response to local needs:

1. the current and future local demand for skills;
2. our current response to that demand; and
3. our priorities for further development in 2023-24.

### 4.1 Current and Future Demand for Land-based Skills

**The economic value of the land-based sector is very significant.** For example:

- it is estimated to generate c.£49bn per annum to the UK economy;
- ornamental horticulture alone contributes £24bn;
- UK consumers spend £2.4bn a year on gardeners and landscapers;
- animal lovers spend £5bn a year on their pets; and
- London spends £200m a year on 'blue and green infrastructure'.

**This economic activity requires a growing supply of skilled workers at all levels**, from those with the 'hands-on' skills to actually maintain and develop the environment, whether green or animal, to those who can develop policy, plan and manage the necessary interventions. This demand for an increase in the workforce is exemplified further below.

**In 2020, the Government announced a £12bn "Ten Point Plan"** to lead a "Green Industrial Revolution". One priority was stated as:

'Nature: protect and restore the natural environment and biodiversity, with new national parks and an increase in tree planting'.

**The outlook for greenspace jobs in London is positive** with a projected 8% growth rate in greenspace jobs in London 2021-30. The 'Green Jobs and Skills in London' paper (2021) identified 7,900 landscape gardeners currently working in London and that this demand is set to rise to 20,500 by 2030.

**Greenspace skills are identified as a priority sector** vital to London's future in terms of both skills acquisition and based also upon access to green space. London's Environment Strategy has a target of over half of London being green covered by 2050, with London's green spaces estimated to be worth £950 million per year in avoided health costs.

**Contextual drivers for the green skills agenda include** commissioners' strategies committed to:

- Protecting and improving London's green spaces including increasing the number of trees, restoration of rivers in parks, new habitats for wildlife and improved space for play;
- Making new buildings more eco-friendly, including installing more green roofs and walls;
- Creating 100 hectares of new green space and increasing London's green cover by 5% by 2030;
- Increasing the proportion of Londoners who live within 400m of a green space from 47% to 50% by 2025;
- Increasing the number of Londoners who live within a 10-minute walk of a park or green space from 68% to 70% by 2025;
- Building biodiversity conditions into planning consents and BREEAM certification systems for sustainable built environments; and
- Establishing a Future Green Space Skills Programme (arising from London's first Green Spaces Commission in 2020).

In the light of these growing demands for green skills to maintain and enhance the environment, The London Green Academies Partnership skills update, in March 2023, cited the significant growth in sustainability and environmental green jobs observed over the previous 12 months, a trend which it predicted to continue in the years ahead.

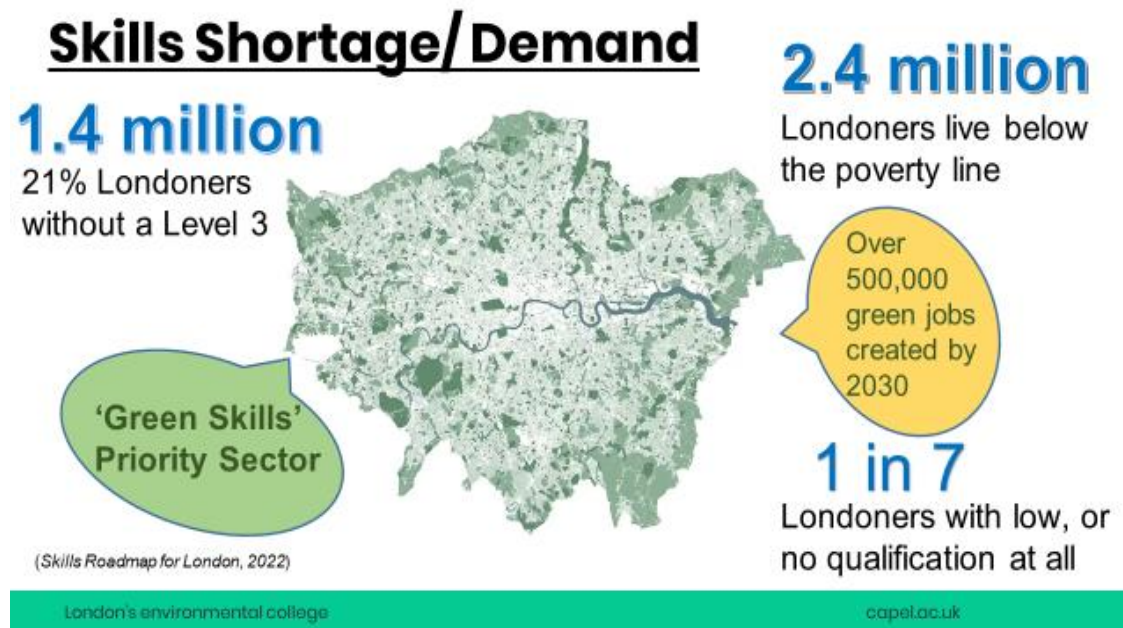
**The Mayor's 'Skills for Londoners' Strategy identifies the need to:**

- provide pathways to empower all Londoners to access education and skills to participate and progress in education and work;
- support and strengthen progression to higher level learning from Level 2 and below;
- support young people with little or no attainment in maths and English;
- meet the needs of London's economy and employers, now and in the future; and
- deliver a strategic city-wide education offer.

**London's Recovery Mission – 'Helping Londoners into Good Work' identifies:**

- Green Skills as a priority sector, key to London's recovery;
- the need for training to be open to all Londoners; and
- the importance of progression to higher level learning from Level 2 and below.

The shortfall in skill levels in London and its consequences for poverty and the green skills sector are illustrated below:



As the graphic shows, London has high levels of poverty, exclusion and inequality alongside a high performing economy that creates many opportunities, but also high levels of inequality. Many become sucked into poverty, and social and economic exclusion.

In addition, London's Sub Regional Partnerships (SRPs), with whom the College works closely, identify skills priorities which align with the College's Strategic Plan 2022-27, including:

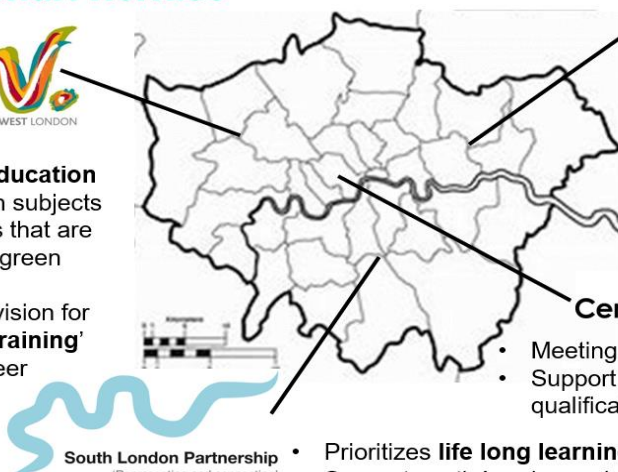
- making green skills a priority sector;
- the need to promote diversity in the sector;
- meeting the needs of individual employers; and
- supporting social mobility with pathways to education and training/ re-training.

The four partnerships and their key priorities are illustrated below.

### Sub Regional Priorities



- **'Increase education provision** in subjects and courses that are relevant for green jobs'.
- Look at provision for **'reskilling training'** support career changers.



**South London Partnership**  
'Representing and connecting'

- Prioritizes **life long learning**.
- Support south Londoners into new jobs in the **green sector** across the sub-region.



- **Addressing inequalities** in access to green jobs (66% male, 70% White), crucial to ensuring all Londoners can benefit from the transformation of our economy.

**Central London Forward**

- Meeting skills needs of **Employers**.
- Support **progression** from lower level qualifications.



## 4.2 Capel's Response to London's Skills Demand

Among the most important of the needs and demands outlined above are:

- the increasing demand for skilled workers in the green environment and animal management, for the economy, for the 'liveability' of London and for health. ***Providing these skills in London is Capel's mission, with all its courses directed to this end; Capel is the only London college with a curriculum focus upon Restoring & Sustaining London's Green Spaces (Local London Sub Regional Partnership report 'Accelerating Green Skills' report - May 2023);***
- the crucial need to lift more young and older people in London out of poverty arising from a lack of basic skills for life and work. ***Capel has a demonstrated record in providing especially for such needs;***
- improving diversity in training places and in the workforce to improve the engagement and employment levels of London's BAME community. ***Capel has the most diverse student cohort of any land-based college in the country and strives to further increase its diversity to more closely match London levels;***
- the need for providers to engage with all relevant stakeholders and particularly employers. ***Capel has firmly established this ambition in its sixth Strategic Objective and has made much progress in achieving it in practice;***
- the need for provision to be available to all Londoners. ***Capel provides for students from 32 local authorities and with access via five different campuses in London;*** and
- the need for provision to enable progression to all levels. ***Capel's curriculum provides for foundation learning through to higher education.***

**As London's specialist land-based College, Capel has already demonstrated its ability and high motivation to meet key skills needs identified in the Mayor's 'Skills for Londoners' Strategy, emerging LSIP priorities, and the needs of London's land-based employers.** Key areas for London such as horticulture, arboriculture, garden design and animal management, together with maths and English for those lacking these crucial basic skills, are at the heart of the College's curriculum, which is essentially practice-based.

**The College also contributes to London's skills planning.** Since publication of the College's Strategic Plan, national skills policy has developed further with the introduction of **LSIPs**. BusinessLDN has the lead role for the development of the Greater London LSIP in partnership with the Federation of Small Businesses London (FSB), London Chamber of Commerce and Industry (LCCI), and Confederation of British Industry London (CBI), with the backing of the Mayor of London and London government. BusinessLDN is also working closely with London's four sub-regional partnerships (SRPs). Each SRP will produce an LSIP report for their local area based on their priorities under BusinessLDN's oversight.

**The College participates in the development groups working on the LSIP**, which is expected to be published in autumn 2023. The draft LSIP, out for consultation in April, emphasises the importance of Green Skills and sustainability across all sectors, whilst also identifying key cross-cutting themes which align with the College's mission. These include: employer demand and the need for digital/maths upskilling; youth engagement and progression pathways to tackle youth unemployment.

**In parallel, Capel Manor College also participates in two of the Mayor's Green Skills Academies:** The London Green Space Skills Hub and the West London Green Skills Hub, and also collaborates with the Local London Hub in South London. The Academies bring together a wide variety of employers and stakeholders from across London to

- co-create new curriculum and learning opportunities;
- improve EDI representation in the sector; and
- upskill Londoners.

The Academies have secured £177,938 Strategic Development Funding to support this work.

**The College is seen as an 'anchor institution'** in supporting the Greater London Authority's (GLA's) Green Skills agenda. Capel works with other key city partners including employers, Local Authorities, other colleges and training providers on a range of topics including workforce diversity, staff training and development, sector training gaps and innovative curriculum designed with employers and developing climate and future skills courses.

**Most importantly, as London's specialist environmental College, Capel Manor makes a London-wide, strategy-based, green skills education offer to over 3000 students.**

Our employer-led curriculum design and city-wide approach provide courses and pathways for London students regardless of age, background or prior qualifications, and support them in progressing into land-based careers.

**We are proud of the pan-London scope and scale of our impact upon skills uptake,** with students drawn from across 32 Local Authorities, and supporting their individual needs within diverse communities in support of the Mayors Skills for Londoners strategy. The College's support for over 200 High Needs learners with individual needs to achieve land-based vocational qualifications is just one example. The vast majority of students (88%) progress onto their targeted destination, whether that is employment in their chosen field or further study.

**We are delivering the Mayor's Multiply project** as part of the Government's UK Shared Prosperity Fund, supporting the levelling up mission to support adults in improving their maths skills both for daily life and in support of their career prospects.

The College takes part in **collaborative national projects** to share best practice in maths and English, including:

- a STEM project supporting research into GCSE maths re-sits in Further Education;
- AP Connect, which is part of the Education and Training Foundation programme supporting Advanced Practitioners;
- Action Research Projects (English, ESOL and Essential Digital Skills) focusing on target setting to improve learning; and
- an Action Research project with our linked Centre for Excellence for Maths (CfEM) College – Harlow (Growth Mindset).

**In addition, the College has expert representatives on a large number of local and regional groups and boards** including; maths and English regional network meetings,

Landex Curriculum Quality, Association of Colleges (AoC), Landbased Assessment Limited (LBAL), Cambridge Access Validating Agency (CAVA), Gateway; and the College Corporation Board comprises members with significant local knowledge, expertise and connectivity into employer and sector needs.

**The College is a good partner and works with many other bodies to support its specialist provision and local communities,** as set out in the following paragraphs.

**We work with London boroughs, responding to local needs.** For example, with:

- Enfield Council, on conservation grazing projects, rewilding plans, the re-introduction of beavers, and management of the 180-acre Forty Hall Farm. The latter includes working with community volunteers at the orchard, vineyard and Enfield veg. box scheme. The College has had over many years a senior Enfield councillor on its Board;
- Bromley Council, advising on the onsite maintenance and enhancement of woodland surrounding the College campus at Mottingham; and contributions to maintenance works at Crystal Palace Park, within which another College campus is situated;
- Ealing Council, on the management of trees at Gunnersbury Park; and
- Lewisham Borough Council on the Hiroshima Seed Initiative project.

**We work with other colleges.** For example, the College's Animal Management team is working with East Kent College to exchange knowledge and best practice; and collaboratively recruiting participants for the first Greater London and East of England Animal Management Advisory Board.

**We work in close partnership with the Worshipful Livery Companies** which include historic and modern trade associations and guilds of the City of London, ensuring a direct link into the skills needs within these sectors. This includes the Worshipful Company of Gardeners and the five Worshipful Leathery Livery Companies who support the College's leathercraft provision. This is the only full-time study option for saddlery in Europe; it receives royal patronage.

**We provide Higher Education courses in Animal Management in partnership with the Royal Agricultural University (RAU)** and are developing further curriculum offers and exploring joint delivery in Urban Agriculture, Environmental Science and Urban Green Space Management. The College is also strengthening its working relationship with the **Royal Veterinary College (RVC)** in exploring possible future opportunities to collaborate on Level 4 and Level 5 delivery.

**We deliver several successful commercial enterprises integrated into our specialist skills delivery programmes,** including maintaining and developing our own 200 acre grounds and gardens. These not only contribute to income generation but also provide added value, enrichment and work experience for our students, along with the wider civic/wellbeing impact for the local communities who visit and engage with these facilities and associated events.

**We work in close partnership with over 200 employers to ensure the curriculum offer evolves in line with their and sector requirements,** ensuring ongoing relevance and maximising progression and career opportunities for students. They include world-class partners and employers such as Royal Parks, City of London, Royal Botanical Garden (Kew), British Association Landscape Industries (BALI), Buckingham Palace, The Zoological

Society of London (ZSL), Langdon Hills Golf Club, Mudchute City Farm, The Royal Horticultural Society, Bartlett Tree Experts, Provender Commercial Nursery, The Dorchester Hotel, Immediate Media Radio Times Cover Party, The Bedford Estates, and the Peabody Group, as well as many other smaller companies.

### 4.3 Development Priorities for 2023-24

In line with the College's ethos of continuous improvement and in order to ensure it is able to extend these upskilling and progression opportunities to benefit even more Londoners, employers and communities, within the context of the Strategic Objectives outlined above the following actions are key priorities for 2023-24:

Aims and Objectives	Contribution towards National, Regional and Local Priorities
1. Build an enhanced Employer Offer, enabling sector-specific forums to share expertise, sector intelligence, recruitment support and drive direct involvement in future curriculum design/evolution.	<p>Increased numbers of employers from priority sectors become directly engaged in championing and shaping skills solutions for their businesses and sectors. Improved employer support mechanisms in place.</p> <p>Increased opportunities for more students to secure employer input, exposure and work experience, preparing them for future careers.</p>
2. Extend the curriculum mapping process, building a 3 year strategy which targets new pathways to <ul style="list-style-type: none"> <li>➤ maximise progression routes, both internally and into partner institutions</li> <li>➤ extend the range and scale of progression pathways offered, including Level 3 and above, HE, apprenticeships, Traineeships and expert/professional short courses.</li> </ul>	<p>Develop more pathways which secure improved progression and positive outcomes, enabling more young people and adults to develop the skills needed by employers across the London region.</p> <p>Increased contributions to reducing unemployment and promoting social mobility with education open to all regardless of background or prior qualifications.</p>
3. Extend the work with the Mayor's Green Skills Academies on the design and implementation of new/ revised qualifications, in line with the evolving articulation and definition of 'green skills' needs across London and the LSIP.	<p>Develop additional curriculum offers that meet the current and future needs of land-based and 'green' industries.</p> <p>Meet identified green skills gap priorities and expand range of career opportunities to more Londoners.</p>
4. Plan for and launch T Levels in 2024	Contribute to meeting the needs of a priority sector and London



	Skills gaps with more Londoner's qualified to Level 3+.
5. Further expand the College's Schools Partnerships Programme, extending the College's reach deeper into the communities it serves.	<p>More young people aware of green/environmental issues, the opportunities to train and the jobs they might subsequently aspire to.</p> <p>Further increase the College's diversity through increased accessibility to and uptake of green skills opportunities by students from ethnic minority backgrounds.</p>
6. Ensure that over 90% of students achieve a positive destination in 2023-24.	Enable our students to succeed in their chosen technical and vocational programme and contribute to meeting the skills needs of London and the land-based sector.
7. Complete the new £8m capital project at Mottingham in South London in 2023-24, delivering enhanced student, visitor and destination spaces.	<p>Improved specialist resources to support expansion of curriculum delivery in priority sectors.</p> <p>Inspirational facilities to attract new students from deprived communities.</p>
8. Further extend delivery of functional maths through the Multiply programme, expanding the numbers supported by over 60%.	More adults will gain the skills they need to improve their job prospects and succeed in priority sectors, whilst supporting the economy.

## 5. Corporation Statement

We are committed to complying with our duty under a new section 52B of the Further and Higher Education Act 1992 to review provision in relation to local needs, as proposed in the Skills and Post-16 Education Bill 2022. We will look to hold a review at least every three years to identify how well we are meeting local needs associated with securing suitable employment. We will publish our report on our main website following this review.

On behalf of the Capel Manor College Corporation, it is hereby confirmed that the college plan as set out above reflects an agreed statement of purpose, aims and objectives as approved by the Chair of the Corporation on 17 May 2023.

**Chair of Governors**

**Principal/Chief Executive and Accounting Officer**

**Dated: 17 May 2023**

## 6. Links to Supporting Documents

- [College's Strategic Priorities \(Reports & Financial Statements for the year ending July 2022\)](#)
- [Skills Roadmap for London \(Mayor of London Jan 2022\)](#)
- [Local London Green Jobs & Skills Presentation \(March 2023\)](#)
- [Accelerating Green Skills in Local London \(Local London Green Jobs & Skills Partnership - May 2023\)](#)
- Local Skills Improvement Plan for London (*publication expected September 2023*)