

Capel Manor College

Annual Accountability Statement June 2025

Providing outstanding and inspirational land-based learning opportunities across Greater London.

Upskilling residents for green skills job opportunities across the region, managing and preserving green spaces, animals and the environment.



Students support BBC One's 'DIY SOS' project



Capel's Digital Immersive suite



Capel wins Gold at BBC Gardeners' World Spring Fair 2025



Showcasing students' skills at Claridge's Hotel (Radio 1 Cover Party)

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1. Executive Summary

Capel Manor College is London's specialist land-based provider, uniquely positioned to meet the capital's growing demand for green skills and environmental expertise. With over 3000 students annually across five campuses, we deliver a broad, employer-informed curriculum aligned to the green economy, sustainability, and environmental stewardship. Capel plays a vital role in tackling London's green skills gap, working in partnership with over 200 employers, industry leaders, and civic organisations to shape the workforce of the future. Our provision supports learners from diverse backgrounds, with 56% of 16–18-year-olds coming from areas of significant deprivation and over 30% of students declaring disabilities or additional learning needs.

We are a founding member of the Mayor's Green Skills Academies, a key delivery partner for London's Local Skills Improvement Plan (LSIP), and an active contributor to the UK's Green Jobs Delivery Plan. Capel's involvement is particularly important given the College's **unique role across the capital leading the green spaces and environmental skills development work**, alongside the focus on green building and construction skills provided by other colleges.

Our impact extends beyond education; we help address inequality, drive social mobility and build the environmental workforce London needs for a net-zero future. Capel's Accountability Statement outlines our strategic intent, alignment with national and regional priorities, and the tangible outcomes we are achieving for learners, employers, and communities across London. Capel Manor College stands as London's environmental college delivering specialist land-based education and green skills training that directly responds to the capital's urgent workforce needs. For over 56 years, we have equipped students from all walks of life with the skills, knowledge, and confidence to build meaningful careers in sectors vital to London's future horticulture, conservation, arboriculture, animal management, floristry, and more.

Our mission is clear: to support the environment and green skills in London. Our vision is bold: an environmentally, economically, and socially sustainable future for our students and the communities we serve. As London's only land-based college offering this breadth of provision, Capel plays a pivotal role in building the workforce needed for a greener, fairer city developing new entrants, upskilling existing workers, and creating inclusive pathways for all Londoners to thrive in the green economy.

2. Purpose

The College acts as London's environmental educators and exists to support the needs of the green skills sectors across Greater London and surrounding areas - developing new entrants, retraining and upskilling the current and future workforce, across a range of employment sectors related to the management,

development and preservation of green spaces, animals and the natural environment.

Over the past 56 years the College has trained thousands of students to prepare them for careers in horticulture & professional landscaping, garden & landscape design, agriculture, wildlife and environmental conservation, animal management, arboriculture & forestry, floristry and event planning, saddlery & shoemaking. The College delivers courses that extend beyond curriculum learning, having developed a strong reputation over this time as a specialist in its field, with an extensive network of employers, industry leaders, and alumni helping to enrich the methodology and content of our students' learning programmes.

The growing importance and public awareness of the need for skills which enable the management, protection and preservation of the natural environment has seen these sectors given increasing prominence in strategy imperatives and statements of commissioning intent in recent years: at international level, with the UN's Sustainable Development Goals, to the national stage, with the Department for Education's stated focus upon green jobs as a national priority 'key growth area' and, at a regional level, the GLA placing green skills at the heart of strategic planning through development of the Mayor's Green Skills Academies.

Demand for green jobs is forecast to increase significantly over the next decade and, as London's only environmental land-based provider offering this range of programmes, Capel Manor College is proud to play a vital role in the capital's green skills agenda.

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

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

Our Strategic Objectives:

- 1. Deliver outstanding learning experiences for our students**
- 2. Develop reward and retain excellence via an enhanced people proposition**
- 3. Secure increased financial sustainability, enabling reinvestment in people, facilities and new capabilities**

4. Refresh our curriculum offer, ensuring a strong voice for employers and other commissioners/stakeholders which reflect local, regional, and national skills needs.

3. 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, five campuses across London and a working farm, the College combines its unique partnerships with employer-led, 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 opportunities for over 3000 students including those on apprenticeships, professional short courses (providing 'licence to practice' awards in specific sectors), 16-18 study programmes, full cost-recovery courses, and higher education programmes.

The College provides a truly inclusive learning environment attracting students from 32 Local Authority areas and supporting their individual needs within diverse communities. The College has one of the highest diversity ratios for any land-based college in the country, coupled with one of the lowest prior attainment records for the students accepted onto its courses; it plays a key role in developing underpinning skills in literacy, numeracy, and digital competency and works to provide tailored support for hundreds of learners with additional learning needs each year. These socio-economic characteristics inform the design



of the curriculum, maintaining the College's inclusive ethos and ensuring access for all residents to the opportunities afforded via the green skills agenda.

- 31% of students declare a disability.
- 24% have special educational needs (SEN), including 206 High Needs students with an Education, Health and Care Plan (EHCP).
- 31% of provision is at Level 1, 43% at Level 2, and 26% at Level 3.
- 40% of students are from ethnic minority communities.
- 56% of 16–18-year-olds come from areas of significant social and economic deprivation; 9.7% receive free school meals.
- Only 41% of students join with both English and maths at grade 4 and above (or equivalent).
- 34% join without any prior qualifications in either English or maths, 10% higher than land-based colleges outside London.

Capel's learner profile demonstrates its critical role in London's green economy and social mobility agenda, breaking down barriers to participation, offering tailored, inclusive support, and bridging attainment gaps to empower learners into positive destinations, whether further study or employment. Capel Manor College plays a vital role in widening access to land-based education, supporting learners from diverse backgrounds and often with significant barriers to participation.

Education Levels and Campus Insights

Enfield has a higher proportion of residents with no qualifications (22.5%) than both the London average (15.7%) and the national average (18.1%). However, 36% hold Level 4 or above qualifications, which is higher than the national average (33.9%) but below the London average (46.7%). This suggests a polarised attainment profile, with significant challenges in adult learning participation.

Ealing and Bromley (Gunnersbury Park and Crystal Palace campuses): both boroughs have a lower percentage of residents with no qualifications (approximately 14–15%) than the national average. Their proportions of residents with Level 4 or above qualifications (around 43–44%) are above the national average but slightly below that for London. This indicates relatively strong educational outcomes but potential barriers to higher-level progression.

Camden (Regent's Park campus) stands out with a low proportion of residents with no qualifications (11.8%) and a high proportion of residents holding Level 4 or above qualifications (60.4%), significantly exceeding both national and London averages. This reflects Camden's strong access to higher education and professional employment opportunities.

Greenwich (Mottingham campus) has a slightly higher proportion of residents with no qualifications (16.7%) than the London average, but still below the national figure. The proportion of residents with Level 4 or above qualifications (45–46%) is above the national average and close to the London average. This suggests Greenwich is broadly aligned with London's educational landscape but may face challenges supporting lower-attaining adults.

Educational attainment across the boroughs served by Capel Manor College varies significantly. These insights underline the importance of Capel Manor College's role in supporting young people and adult students, addressing educational gaps, and providing progression pathways to Level 3 and Level 4 qualifications and beyond. Based on the 2021 Census data from the Office for National Statistics (ONS), here's a breakdown of educational attainment in the London boroughs served by Capel Manor College:

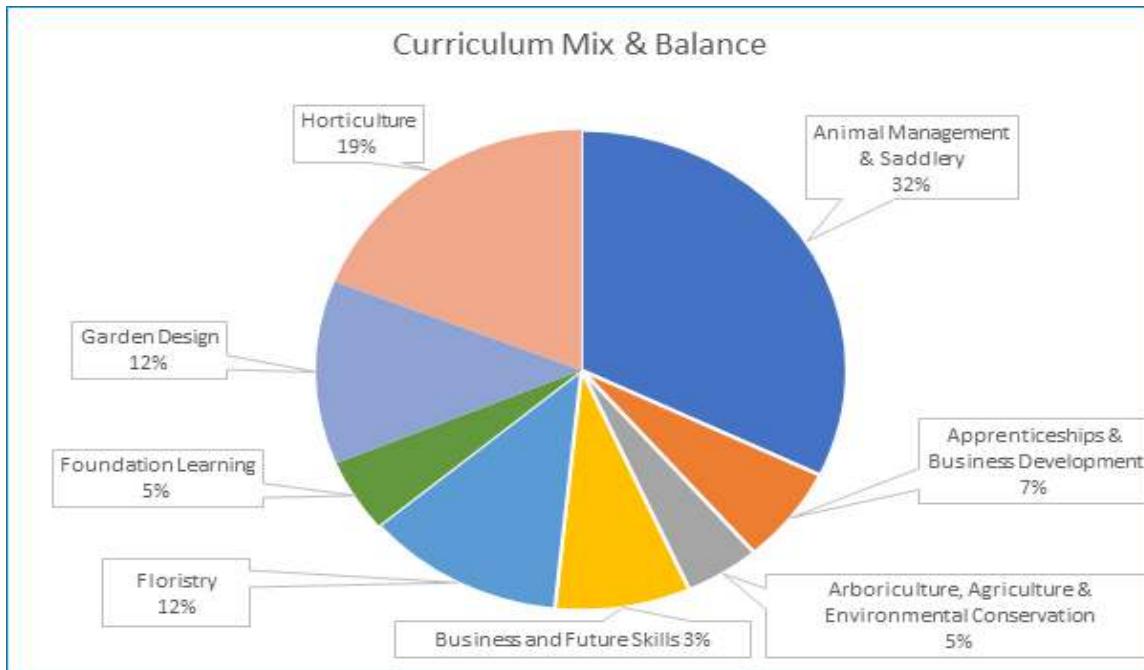
Borough	Campus	% with No Quals (2021 Census)	National Average England No Quals	London Average No Quals	% with Level 4 or Above (2021 Census)	National Average England Level 4 or Above	London Average Level 4 or above
Enfield	Enfield	22.5%	18.1%	15.7%	36.3%	33.9%	46.7%
Ealing	Gunnersbury Park	14.9%			44.3%		
Bromley	Crystal Palace	13.8%			42.8%		
Camden	Regent's Park	11.8%			60.4%		
Greenwich	Mottingham	16.7%			45.7%		

Capel Manor College's specialist land-based and green skills curriculum provides a critical alternative pathway, empowering students to develop essential skills, achieve meaningful qualifications, and access careers in sustainability, conservation, and environmental industries. Capel is bridging the gap between students with lower prior attainment and the high-level green skills London urgently needs. Capel's work is aligned with national priorities from the Green Jobs Delivery Plan to the London Green Skills Hub and is directly contributing to closing the capital's green skills gap.

There are **six main academic areas** within the College provision:

1. Apprenticeships and Business Development
2. The Princess Royal College of Animal Management and Saddlery
3. The School of Arboriculture, Agriculture and Environmental Conservation
4. The School of Floristry and Event Styling
5. The School of Foundation Learning
6. The School of Horticulture, Landscaping and Garden Design

The College's curriculum balances more than half of its students on green environmental courses, around a third on animal management and related courses and just over 15% on apprenticeships, business & foundation learning programmes.



4. 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 is a founding 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 and blue skills agenda across London over the past 3 years. These partnerships have developed collaborative solutions to responding to skills London's skills, mapping FE provision across the capital and creating combined networks through which jobs and skill requirements are able to be shared and responded to.
- The College has been an active participant in the development with BusinessLDN of the London Local Skills Improvement Plan (LSIP) and is a key partner in one of the largest **Local Skills Improvement Fund collaborations** in the country, with 23 delivery partners, covering a region of 2.2m Londoners, under the auspices of the Local London Strategic Partnership. Comprising FE colleges, sixth forms, HE providers, London Borough adult education and independent training

providers across North, East and South East London, the partnership is focused upon creating the best possible green and digital skills training opportunities across the capital.

- The College has a central role in the **London Green Space Skills Hub**, a pan- London partnership working with Parks for London and Groundworks to provide an online destination outlining environmental, green space and nature-based jobs across London.
- The College works closely in **partnership with its many stakeholders, Local Authorities, school partnerships, 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.
- The Statement was developed from these sources and shaped through review and discussion by the College Senior Leadership Team, informed by the Strategic Planning discussions around curriculum and the College's educational intent and agreed by the College Governing Body in June 2025. It will be reviewed and updated annually, reflecting the range of ongoing dialogues and curriculum- shaping inputs referred to above.

5. 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 drivers of skills demand;
2. Our current response to that demand; and
3. Our priorities for further development.

5.1 Current and Future Drivers of Skills Demand

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 landscaping;
- 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 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: ‘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 and shaping the College’s provision offer include GLA strategies and Local Authority Local Plan priorities around:

- 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; and
- Building biodiversity conditions into planning consents and BREEAM certification systems for sustainable built environments.

The Mayor’s ‘Skills for Londoners’ Strategy identifies the need to:

- Offer 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 mathematics and English;
- Meet the needs of London’s economy and employers, now and in the future; and
- Deliver a strategic city-wide education offer.

GLA’s ‘Helping Londoners into Good Work’ strategy 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 1 and below.

The London Local Skills Improvement Plan (LSIP) prioritises:

- Green Skills, Digital Skills and Transferrable Skills as a key cross-cutting themes
- Green skills training a key focus for Adult Education Funding
- Building a more inclusive workforce
- Increasing the literacy, numeracy and English language skills of more Londoners
- Growing the Mayor's Skills Academies Hubs

DfE's National Skills priorities include:

- T Levels
- Apprenticeships
- Skills Bootcamps
- SWAPs
- Higher Technical Qualifications
- Digital, English and mathematics skills at L1/2 as underpinning requirements
- Green jobs and Creative Industries as key growth areas

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

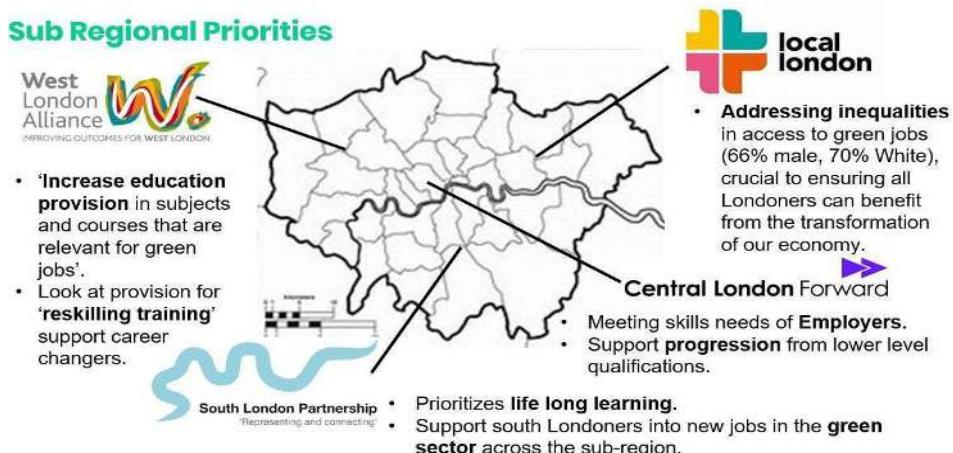


As the graphic shows, London has high levels of poverty, exclusion and inequality alongside a high performing economy that creates many opportunities, but also high levels of inequality. Many become sucked into poverty and social and economic exclusion.

In addition, London's Sub Regional Partnerships (SRPs), with whom the College works closely, identify skills priorities which inform the College's curriculum offer, 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



5.2 Capel's Response to London's Skills Demand

Key themes arising from the drivers of skills demand outlined above are:

- **London needs skilled workers across the green spaces, environmental, and animal management sectors vital for the economy, the city's liveability, and public health.**
 - ✓ *Capel's core mission is to meet this demand: as London's only specialist land-based college, we deliver a unique, employer-driven curriculum focused on restoring and sustaining London's green spaces (Local London Sub Regional Partnership: Accelerating Green Skills, May 2023).*
 - ✓ *We support over 3000 students annually, delivering specialist skills training that aligns with London's green economy priorities.*
 - ✓ *Capel works in partnership with over 200 employers across land-based and environmental*

sectors, ensuring students gain the technical, practical, and green skills needed for the future workforce.

- ✓ Our commitment is reflected in a 90%+ positive destination rate, with learners progressing into employment or further study in these vital industries.
- ✓ Capel is a key delivery partner within the Mayor's Green Skills Academies programme and an active member of London's Local Strategic Partnerships, shaping the capital's green skills agenda.
- ✓ We are also proud to partner with Groundwork, contributing to sustainable development across green and blue sectors.
- ✓ Capel equips students with the knowledge, skills, and experience to improve London's environment—playing a pivotal role in delivering the Mayor of London's environmental strategy and supporting the city's journey towards a net-zero future.

➤ **There is a crucial need to lift more young people and adults in London out of poverty caused by a lack of basic skills for life and work.**

- ✓ Capel has a proven track record of addressing these needs providing essential access to English, maths, and digital skills for all students and apprentices. The College removes barriers to participation by effectively deploying bursary funding, offering targeted support including:
 - *Childcare payments*
 - *Transport assistance*
 - *Free breakfast and lunch*
 - *Access to IT equipment*
- ✓ Capel delivered the Mayor's Multiply project as part of the UK Shared Prosperity Fund, helping adults improve maths skills for everyday life and career progression. By offering this programme online, Capel expanded access beyond traditional classroom settings, exceeding recruitment targets by 23% in 2024/25.
- ✓ Through these targeted initiatives, Capel empowers Londoners—building confidence, improving essential skills, and creating pathways to employment and further learning.

➤ **The need for inclusivity, with provision to be available to all Londoners.**

- ✓ 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;
- ✓ Capel's spread of campuses enables students from 32 local authorities to access training and skills development and participate in the green skills opportunities across the capital;
- ✓ The College's participation in the LSIF collaboration project aims to provide access to

its specialist programmes for even more learners, through digital technology connected to a network of other providers;

- ✓ *Capel's curriculum provides access for all levels of learning, from foundation through to higher education; and with flexibility via part time, work-based and online learning options and bespoke support arrangements for those with additional learning needs, including over 200 High Needs students.*
- ✓ *Our inclusive approach ensures pathways are available for all students regardless of age, background or prior qualifications.*
- ✓ *Our SEND Strategy centres around our absolute commitment to a culture of inclusion, developed in partnership with the sector-leading SEND Centre of Excellence project.*

➤ **Responding to the needs of individual employers and working with key sector leading employer representative groups.**

- ✓ *In Animal Management our teams work with Bluecross Rescue (Vet Hospital) to shape the curriculum, ensuring students develop the correct knowledge, skills and behaviours to meet the industry requirements.*
- ✓ *In conservation, our work includes projects with the Lea Valley, Essex and Suffolk Wildlife Trusts, Natural England, and the Canals & River Trust. Notable activities include conservation efforts in Snowdonia National Park and industrial site visits focused on health, safety, and environmental protection, as well as helping manage London wildlife reserves.*
- ✓ *In Garden Design we work in partnership with idverde, Europe's largest grounds maintenance and landscape creation company, providing staff CPD, student work experience and technical insight, whilst supplying a pipeline of talent for future workforce development needs across their supply chain.*
- ✓ *In Horticulture, Hard Landscaping students have been working with a local SEND School on a live build project, Professional Gardener students have undertaken maintenance projects at Horniman Museum & Garden and RHS Practical Certificate students have worked pruning at SW Middlesex Crematorium.*
- ✓ *The College is working with the Genuit Group to develop sector awareness of the future skills gap & job opportunities arising from new legislation requiring increased levels of biodiversity to be incorporated into new construction scheme designs. This will include site visits, work experience and CPD/technical insight, along with the creation of a showcase unit demonstrating green roofs/walls/SuDs in situ.*

- ✓ *The College has built networking partnerships with Parks for London and Groundworks via the London Green Space Skills Hub, providing a matching service linking employer demand for workforce/jobs with candidates & apprentices.*
- ✓ *In floristry & event planning, Capel is working with Anna's Flower Farm, providing staff with CPD opportunities whilst developing accreditation for a new curriculum programme covering Floriculture; other projects include work with Immediate Media, with students commissioned to work on live client briefs, such as the Radio Times Cover Party at Claridges Hotel.*
- ✓ *In arboriculture Sorbus International, a large supplier of equipment to the industry, plays a crucial role in our program, providing demonstrations of advanced tools like the Picus Sonic Tomograph, enhancing students' technical knowledge and practical skills. Their sessions delve into tree biology and pest/disease damage, offering students a comprehensive view of the industry's technical aspects. Students actively participate in these sessions, gaining hands-on experience and industry insights.*
- ✓ *Key relationships with sector leaders include partnerships with the British Association of Landscape Industries, the Society of Garden Designers, the Association of Professional Landscapers, ensuring the College is in tune with sector developments, changing practice and skills needs.*

The College also works in close partnership with a range of other stakeholders to shape its provision, including:

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

- Enfield Council, on conservation grazing projects, rewilding plans, the re-introduction of beavers as part of its flood prevention strategy 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, a market garden providing both education benefit for students alongside a vegetable box supply scheme for Enfield residents.
- Enfield Schools Partnership, with the College hosting the Secondary Heads meeting; being asked to provide the FE representation at the Schools Forum; and working with individual schools to develop bespoke provision offers for students in years 10 and 11.
- Bromley Council, advising on the onsite maintenance and enhancement of woodland surrounding the College campus at Mottingham; working with local Councillors to engage with schools around NEET prevention 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.
- Enfield Council on the creation of a Therapeutic Horticulture programme and community

allotment project at Albany Park.

- Lewisham Borough Council on the Hiroshima Seed Initiative project.
- Enfield Council on co-creating a Supported Internship Provision.

Job Centre Plus, running employability workshops and re-engagement provision targeting those unemployed/seeking new work avenues.

Other colleges. For example, the College's Animal Management team is working with Sparsholt College to exchange knowledge and best practice. Becoming part of the Communities of Practice with the City of Norwich College and participating in the SEND Centre of Excellence Peer Review programme.

The Worshipful Livery Companies, which include historic and modern trade associations and guilds of the City of London, ensure 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 and received royal patronage.

Higher Education providers, offering courses in Animal Management in partnership with the Royal Agricultural University (RAU) and are developing further curriculum offers and exploring joint delivery in Environmental Science and Urban Green Space Management.

Over 200 employers, ensuring the College's curriculum offer evolves in line with their current and future workforce needs, maximising progression and career opportunities for students. They include partners and employers such as The Royal Parks, City of London, Royal Botanical Garden (Kew), 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 SMEs.

5.3 Strategic Priorities for 2025-26

Deliver outstanding learning experiences for our students

We are committed to providing every student with an exceptional education, one that offers a coherent and challenging curriculum, equipping them with the knowledge, skills, behaviours, and ambition to thrive in their future learning, careers, and personal lives.

We will proactively encourage and nurture students to develop the attitudes and behaviours they need to succeed, preparing them to be confident professionals in the workplace and active contributors to society.

	<p>We place student voices, employer input, and customer satisfaction at the heart of our service delivery. By fostering a culture of accountability, continuous improvement, and innovation, we will continually enhance all aspects of our customers' experience.</p>
Develop reward and retain excellence via an enhanced people proposition	<p>We will build an outstanding people proposition that attracts, develops, and retains exceptional talent.</p> <p>Through tailored professional development, recognition schemes, and clear pathways for progression, we will empower our people to grow, thrive, and lead within our organisation.</p> <p>We will create a culture where excellence is celebrated, individuals feel valued and supported, and teams are inspired to achieve their full potential. By investing in our people, we will drive continuous improvement, innovation, and high performance at every level.</p>
Secure increased financial sustainability, enabling reinvestment in people, facilities and new capabilities	<p>We will strengthen our financial sustainability, enabling reinvestment in our people, facilities, and new capabilities.</p> <p>Through robust financial management, strategic growth, and effective resource allocation, we will ensure long-term stability and the capacity to innovate and expand.</p> <p>By maintaining a disciplined approach to cost control and exploring new income streams, we will create a resilient financial foundation that supports our ambition for excellence and growth.</p>
Refresh our curriculum offer, ensuring a strong voice for employers and other commissioners/stakeholders which reflect local, regional and national skills needs.	<p>We will refresh and future-proof our curriculum offer, ensuring it continually reflects the latest local, regional, and national skills priorities.</p> <p>We will collaborate closely with employers, stakeholders, and commissioners to shape a responsive and ambitious curriculum that prepares students for the evolving world of work.</p>

5.4 Development Priorities for 2025-26

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, the following actions are key priorities for 2025-26

Aims and Objectives 2025 - 2026	Contribution towards National, Regional and Local Priorities
<p>Establish Capel Manor College as a National Green Skills Centre of Excellence by 2026 by ensuring:</p> <ul style="list-style-type: none"> ➤ the creation of dedicated employer skills hubs across College campuses. ➤ the achievement of sector-leading 	<p>Collaborate with government and industry to establish the College as a leading training hub for green careers; meeting regional and local skills needs through delivery of national priority programmes</p>

<p>achievement rates for students across green skills programmes at either the Mottingham or Enfield campus.</p> <ul style="list-style-type: none"> ➤ the achievement of carbon neutrality across all campuses by 2030, supported by a clear, measurable sustainability action plan aligned with national and London-wide climate goals. 	<p>including T-levels, Skills Bootcamps, Functional & Digital Skills.</p> <p>Aligning with the Government priorities to deliver a net zero future</p>
<p>Capel Manor College will deliver the 2025–26 curriculum development strategy, as agreed with the Governing Body, by:</p> <ul style="list-style-type: none"> ➤ Expanding adult skills, apprenticeships, and Higher Technical Qualification pathways. ➤ Creating multi-skills pathways into green careers for Year 10–11, post-16, and adult learners. ➤ Increasing the number of professional short courses and 'license to practice' awards. ➤ Developing bespoke green Skills Bootcamps provision. ➤ Embedding carbon literacy and green skills training into Adult Education Budget-funded courses. ➤ Conducting a strategic review of Higher Education delivery to align all curriculum, models, and partnerships with the College's long-term strategic goals. 	<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>Aligning adult education and skills provision with the London Growth Plan and LSIP by delivering inclusive talent development, green skills, and employer-responsive pathways.</p> <p>Develop additional curriculum offers that promote greater awareness/uptake of green skills programmes by more Londoners.</p> <p>Increased contributions to reducing unemployment and promoting social mobility with education open to all regardless of background or prior qualifications.</p> <p>Support and strengthen the importance of progression to higher level learning.</p>

Capel Manor College will implement its 3-year digital strategy by:

- Delivering a new, inclusive, and accessible curriculum, blending in-person, on-campus learning with online and remote delivery.
- Launching a new online learning platform and courses by October 2025 to secure a significant expansion of digital access and flexibility for all learners.
- Increasing the effective use of digital & immersive technologies within teaching and learning across all education and skills programmes.
- Appointing a dedicated Digital Lead to drive digital innovation, champion staff CPD, and embed immersive technologies across the curriculum.

Boosting London's digital skills capabilities.

The co-design and rapid iteration/addition of new skills courses, especially in fast-changing sectors/subjects.

Ensure every Londoner has the everyday digital skills needed for life and work.

Further embed Employer Forums covering all areas of the curriculum – deepening employer involvement, the sharing of sector-specific expertise and insight, boosting recruitment support and engagement in shaping future curriculum evolution.

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.

Increased opportunities for more students to secure employer input, exposure and high-quality Industry placements and work experience, preparing them for future careers.

Maintain a student progression rate greater than 90%, maximising employment and further learning prospects for all students, irrespective of starting point or level of study.

Enable our students to succeed in their chosen technical and vocational programme; contribute to meeting the skills needs of London and the employment sectors comprising the wider land-based sector.

Ensuring Capel students leave with the qualifications, experience and

Complete Phase 2 of the £13 million capital project at Mottingham by March 2026; creating enhanced facilities and modern, inclusive environments that inspire learning, support industry-relevant training, and promote staff wellbeing - ensuring Capel remains at the forefront of green skills education in London.

confidence needed to success in green careers and contribute meaningfully to London's environmental and economic future.

Improved specialist resources to support expansion of curriculum delivery in priority sectors.

Inspirational facilities to attract new students from deprived communities.

More young people and adults will gain the skills they need to improve their job prospects and succeed in priority sectors, whilst supporting the economy.

6. Corporation Statement

On behalf of the Capel Manor College Corporation, it is hereby confirmed that the Corporation conducts reviews in line with the local needs duty, as such resulting in this plan. The annual accountability statement sets out an agreed statement of purpose, aims and objectives as approved by the corporation on 25/06/2025. The plan will be published on the College's website within three months of the start of the new academic year.

Joanne Roxburgh
Chair of Governors

Peter Brammall
Principal/Chief Executive and Accounting Officer

Dated: 25 June 2025

7. Links to Supporting Documents

- [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 \(May 2023\)](#)
- [Ofsted Monitoring Report](#)