

Accountability Statement 2025/26

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Mission and Vision

The Chesterfield College Group's (CCG) strategic curriculum intent is set out in our Strategic Plan 2024-2027 which is defined at a corporate level through the mission and vision.

Our vision sets out how we wish to be recognised as an organisation, as a highly responsive education business which supports people development for our local economy.

Our Mission:

Inspiring futures
Changing lives



Our strategic aims and the delivery of our mission and vision are framed around the concept of our 5 strategic priorities (the 5Ps) being People, Performance, Planet, Prosperity, Place. The CCG ethos centres around a people first approach; we believe that the development, happiness and wellbeing of our people is the cornerstone of success. Whilst operating within an environment which is challenging and unpredictable, our focus on the wellbeing, development and support of our people is an area of continuous development for the CCG.

Working effectively in partnership with our governing body, this people centred focus remains at the heart of every decision we make, thus assessing the impact on our staff, students and the communities we serve. This approach is built on developing trust, accountability and with the belief that teams make better decisions than individuals and we are all "in it together".

Our Vision:

**Empowering people
through education,
where individuals grow
and communities thrive.**

Our Core Values

We prioritise the wellness of our students and colleagues; we provide a safe and supportive environment in which to work and learn.

Our strategic intent and the framework of the 5Ps also translate into the core values for students and staff.

To treat everyone with respect

Treating everyone with dignity, respect and kindness.

To be an inclusive college

Creating an environment where everyone is welcomed, valued and celebrated for who they are.

To operate with integrity

Being honest and trustworthy in everything we do.

To be accountable

Taking ownership together, for the continual success of our college.

Purpose and Strategic Aims

The CCG exists to inspire the future of our local people and the economy through high quality education and training and clear progression routes into good jobs, whilst building resilience and ambition for a positive future for every student and member of staff.

Building ladders of progression for our students and apprentices sits at the heart of our strategy. Being recognised for our ability to provide a platform for progression is critical to develop our student numbers whilst influencing the ambitions of our students and apprentices, supporting them to aim high and achieve well.

Our strategy focuses primarily on our people; students, apprentices and staff together with the external stakeholders who utilise our services and support us in the development of our business. Our strategic priorities – ‘The 5Ps and Strategic Achievements’ are at the heart of everything we do, every decision we make and every opportunity we embrace as we develop our organisation as a leading provider of education and skills.

Our 3-year strategic plan continues with the development of transformational leadership, building on the strengths and expertise of the Senior Leadership Team. Our objectives for the future will involve even greater whole group collaboration, both internally and externally, to place CCG at the forefront of the delivery of the Skills Act. During the Ofsted inspection in

November 2022, Chesterfield College received Good across all aspects of the framework with the highest possible grade for the contribution to meeting skills needs. This achievement recognises the significant engagement with external stakeholders throughout CCG. In June 2023 our provision in Derby, which predominantly delivers engineering and service sector apprenticeships, was judged as good by Ofsted. More recently the college achieved an outstanding Ofsted grade for Teacher Training in partnership with Sheffield Hallam University.

Employers are a key influence in shaping the curriculum and the strong and trusted relationships place CCG in a strong position to meet national and regional skills priorities which in turn will support the delivery of the Local Skills Improvement Plan (LSIP).

Our strategic plan demonstrates CCG's ambitions to continue to build on the already strong partnerships to further develop work experience/industry placements for 16-19 year olds, improve outcomes for students including progression into apprenticeships, further/higher education, develop the adult offer to meet economic need

and continue to develop our student numbers and apprenticeship offer with a focus on employer led higher level skills.

Much work has been undertaken to carefully steer CCG through difficult financial times whilst investing in the infrastructure and resources for staff and students with the development of our new Advanced Manufacturing and Life Sciences Academy now underway.

Every member of staff is a role model for our student community and there is a relentless drive to support individual development, high levels of success and good citizenship. In addition, we have developed a new strategy for stakeholder engagement under the banner of being “Loudly Brilliant” where we are promoting CCG's successes and encouraging our students to showcase their skills, enter competitions, and fulfil their life/career dreams. Their personal development, attitudes and behaviours will be recognised as outstanding.

In turn we will develop their life skills and digital skills to prepare them for the world of work.



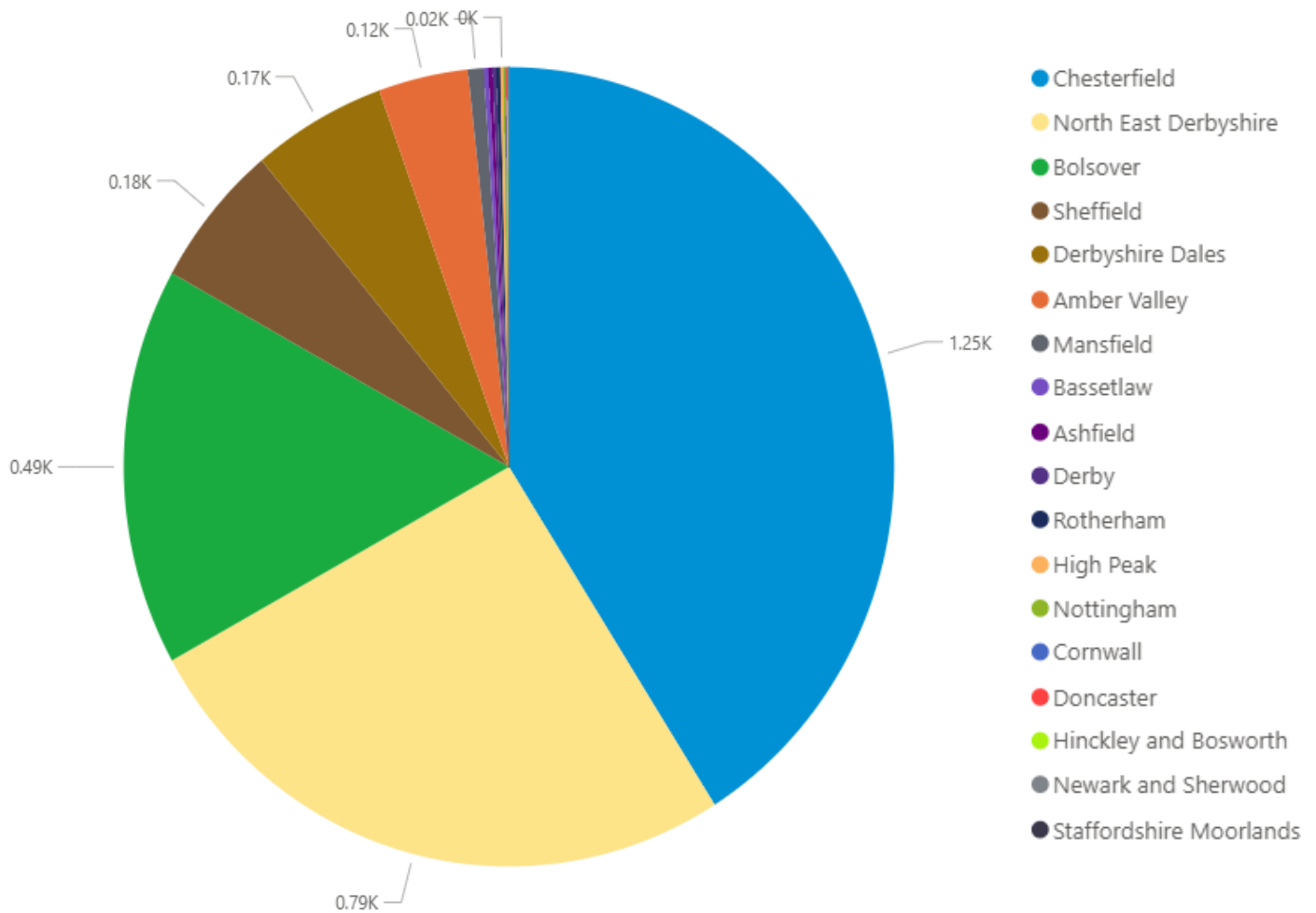
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Context and Place

16-19s

The pie chart below maps the home location for 16-19 year olds studying at CCG in 2024/25.

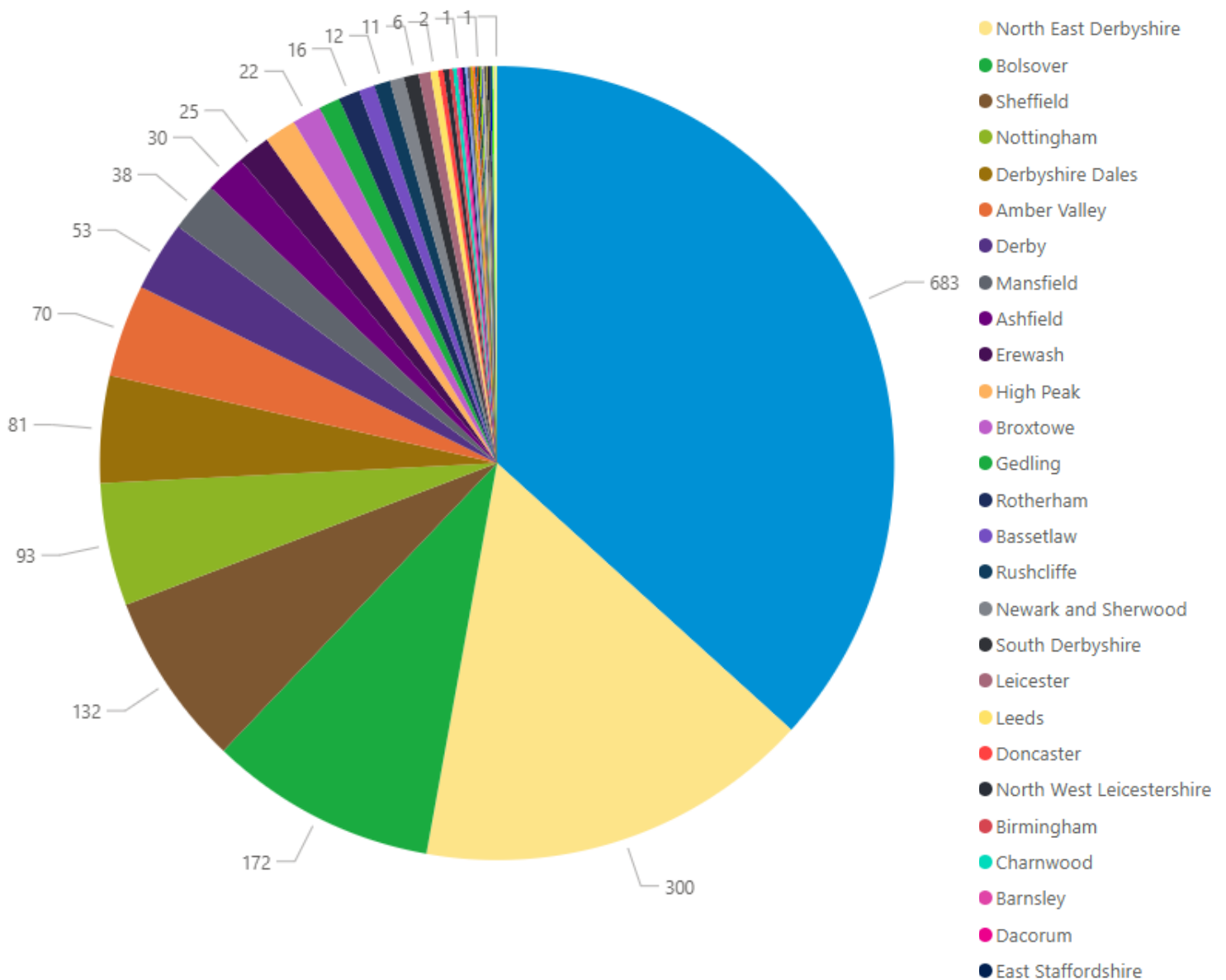




Context and Place

19+

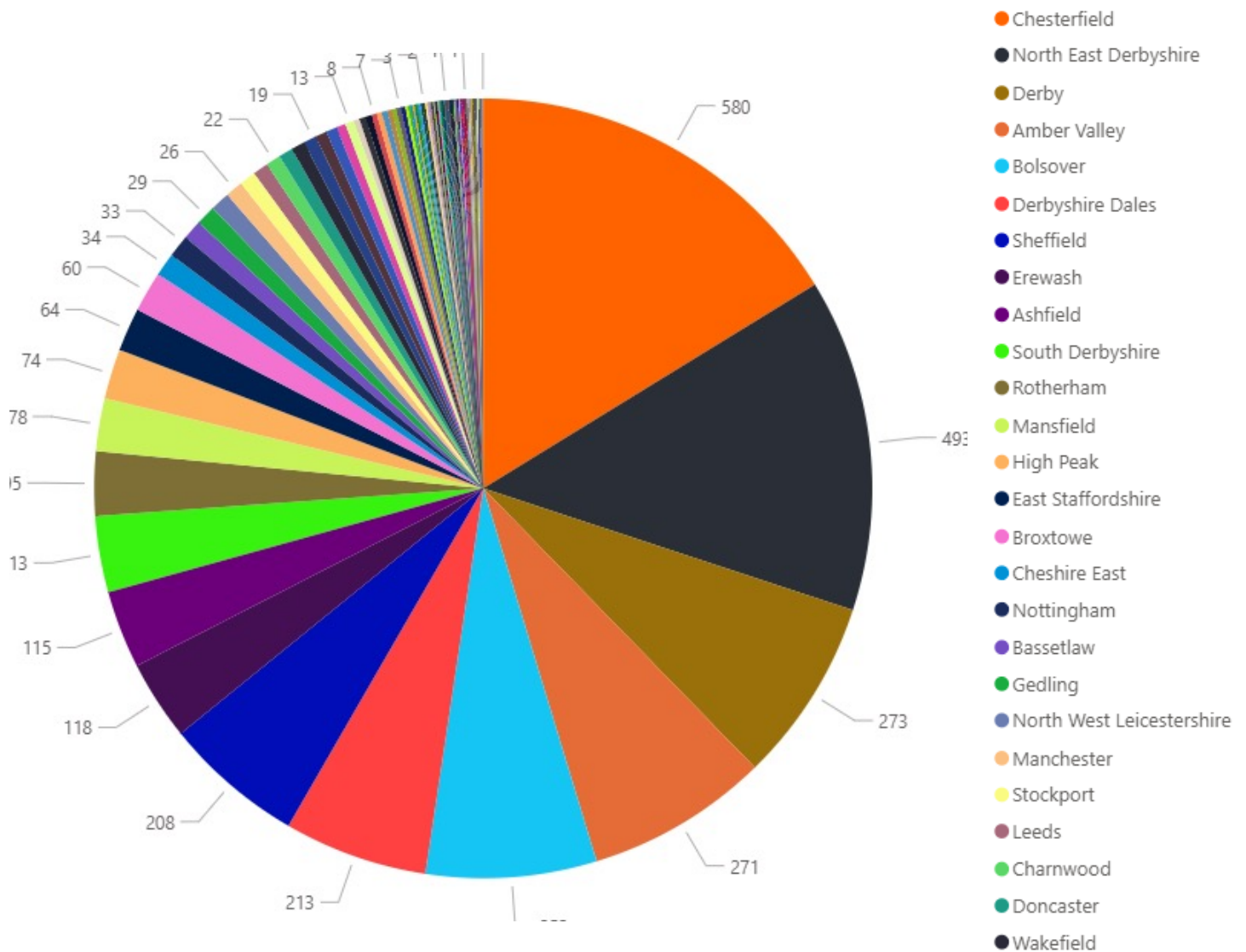
The pie chart below maps the home location for our adult students in 2024/25.





Apprentices

The larger geographical spread represents apprentices who are taught by our work based teams who, through the use of technology, deliver provision effectively online.



The three pie charts clearly demonstrate CCG's strategy to predominantly operate within a 30 mile radius of Chesterfield and prioritise local need.

Addressing the Local, Regional and National Challenges

In 2022, 3,350 enterprises operated in Chesterfield. Over ten years the business base has grown by 21%, however this is below the rate of growth seen at regional (30%) and national (29%) levels. The largest growth is in construction, business administration and professional services sectors.

Chesterfield Growth Strategy 2023-2027

At 2.9% the proportion of 16 to 17 year olds who are NEET (Not in Employment, Education or Training) is double the Derbyshire average (1.5%).

Chesterfield Skills Plan 2023-2027

There were over 500 vacancies for maths and English lecturers in March 2024 and 1,200 more are needed to comply with new funding regulations.

David Hughes, CEO, Association of Colleges

Without sufficient resources and personnel, colleges will be unable to provide the necessary support and training to meet the growing demand for digital skills.

Derbyshire and Nottinghamshire Local Skills Improvement Plan, August 2023

Chesterfield continues to have a high rate of youth (18-24) unemployment at 6.9% compared to 4.9% nationally.

Chesterfield Skills Plan 2023-2027

Construction accounts for around 2,400 jobs in Chesterfield (5% of local employment) and is expected to continue to grow due to the pipeline of new housing and infrastructure locally.

Chesterfield Skills Plan 2023-2027

Chesterfield has fewer people qualified at Level 4 or above (26.8% compared to 33.9% nationally) and more people with no qualifications (20.2% compared to 18.1% nationally).

Chesterfield Growth Strategy 2023-2027

Future growth areas include green/low carbon and digital/data-based roles.

Chesterfield Skills Plan, 2023-2027

Addressing the skills shortage in the digital sector requires collaborative efforts between educational institutions, employers, and industry leaders.

Derbyshire and Nottinghamshire, Local Skills Improvement Plan, August 2023

Modernising the manufacturing sector is a challenge, with technologies such as robotics, additive manufacturing, and AI increasingly important for continued competitiveness.

D2N2 Local Skills Report January 2022

A significant influx of green skills will be required to support the growth of more environmentally friendly business processes and materials.

D2N2 Local Skills Report January 2022

The Indices of Deprivation (2019) ranks Chesterfield as the 86th most deprived district in the country (out of 317 districts).

41% of colleges say mental health referrals have been significantly higher since the pandemic.

Mind Charity, Prince's Trust, and Association of Colleges

Increased awareness and understanding of climate literacy in areas of the economy is required to promote engagement with green growth initiatives.

Derbyshire and Nottinghamshire Local Skills Improvement Plan August 2023

The college will require 2,600 industry placements for young people in 24/25.

Connectivity

CCG is extremely well connected. CCG's main campus is in the heart of Chesterfield with a wholly owned subsidiary delivering apprenticeships in Derby. Chesterfield Railway Station, which is a short walk from the Chesterfield campus, provides excellent rail links throughout the country. The Chesterfield campus is based in the centre of the M1 corridor with easy access to local cities such as Derby, Nottingham and Sheffield.

CCG delivers all aspects of provision, with the exception of land based, servicing circa 6,000 students from entry level through to degree and masters level in partnership with Sheffield Hallam University and other professional awarding bodies.

Over the last eight years, CCG has secured significant investment to improve the facilities and resources for students, apprentices and staff. In April 2022, CCG successfully secured £17.2m of Further Education Capital Transformation funding to build a new Advanced Manufacturing Academy which will also support the development of the skills required to deliver the Government's targets for climate change. Work is well underway on site for the completion of the new build,

and the newly refurbished commercial facility for hair, beauty and hospitality is due to open in September 2025.

Working in close collaboration with the D2N2 Colleges Group, CCG has formed well respected strategic partnerships to deliver strategic development fund projects linked to the development of new technologies, including additive manufacturing and vehicle electrification.

The CCG community, led by the Senior Management Team, engages effectively with key stakeholders and has well established relationships with the local authorities, Chamber of Commerce, schools and universities, in addition to working with over 1,500 employers.

The Principal is a member of various Boards which help shape the future of the town and surrounding areas and CCG is leading on a new Construction Skills Hub in partnership with Chesterfield Borough Council and the Devonshire Group.

The Skills Hub provides an onsite training facility as part of the Staveley Town Deal where students and apprentices work onsite in a real work environment alongside the developers, building 650 new homes and community facilities in the local area.



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Statutory Requirement

From June 2022, governing bodies of institutions within the further education sector have a 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.

CCG has introduced a process to meet its statutory requirement which maximises the local knowledge and expertise of the Board, and through regular strategic conversations, the Board engages to review CCG's provision in relation to local needs whilst utilising its vast knowledge and experience in an advisory capacity.

The Board already has responsibility for the approval of CCG strategy and this has now been extended to include the CCG Accountability Agreement. Through a number of sub-committees, including Performance and Standards, Finance and Corporate Services,

Governance and Search, and Audit, Board members proactively review and monitor progress towards the delivery of the strategic plan and associated outputs. The Board proactively seeks assurances that CCG's curriculum offer is carefully considered and researched to meet the needs and requirements of the community, national and regional skills priorities, and any specific requirements of local students, employers and stakeholders.

The Board provides the appropriate steer and challenge to the Senior Management Team in the production of the Accountability Plan and setting of

strategic aims/objectives. The Senior Management Teams has a responsibility to ensure CCG's Strategies and Accountability Plans are aligned to its strategic aims/objectives.

Utilising the Code of Good Governance, the Board undertakes an annual appraisal of its statutory duties and a Governance Quality Improvement Plan is developed, implemented and monitored in order to ensure CCG is effectively delivering against key priorities together with statutory duties.



National Policy Overview

The key policy focus for 2025/26 and beyond for CCG will be to continue to address the Government's Education Policy and deliver year 2 of our strategic plan. The focus on national skills priorities will include:

Responding to the climate crisis with a real focus on the future requirements for green skills, CCG is embedding sustainability into all aspects of the curriculum with a focus on the development of resources to enable students and apprentices to deliver the Government's agenda for sustainability. These include hydrogen vehicle maintenance, modern methods of construction, heat pump technology, and the efficient and effective use of technology. Through the highly successful tutorial programme, every student will deliver a sector-based project outcome which supports the sustainability agenda in their industry.

The world of work is changing rapidly with people often making 4-5 career changes in their lifetime. More than ever, we need to equip our students and apprentices with a range of flexible skills which will enable them to thrive in this ever-changing environment.

The fourth industrial revolution is being fuelled by the rapid changes in technology. People entering the labour market need a new range of skills to be able to embrace this.

The ageing population means there is a growing demand for health and social care. We will need to ensure that specific pathways into the health and social care workforce meet growing workforce demands.

To support the local housing plan, which identifies a need for at least 240 new homes to be built each year through to 2035, CCG will continue to develop both traditional trades and new methods of construction to ensure that the supply of labour to the construction industry meets the requirements of this extensive growth.





Contribution to National, Regional and Local Priorities

These objectives set out CCG's plans for the 2025/26 academic year, addressing the Government's Education Policy. Our curriculum and skills focused targets for 2025-26 are aligned to our five strategic priorities, our 5 P's: People, Performance, Prosperity, Planet and Place.



Our Five Strategic Priorities - The 5 Ps



PEOPLE

PERFORMANCE

PROSPERITY

PLANET

PLACE



People

1

We prioritise the wellness of our college community.

2

We reward and appreciate each other.

3

We consult and listen to each other; we are the change makers who shape our future.

4

Our community is skilled and confident to live and work in a digital world.

5

We encourage and support each other to continue to develop our knowledge and skills.

Strategic Aims and Objectives - Aim Objective 1

- 1.1 Prioritise the wellness of our College community
- 1.2 Support all students and apprentices in their personal and wider development that will help them to grow, not just academically, but also socially, emotionally, and morally.
- 1.3 Continuous development of student and staff digital literacy skills.

Impact and/or Contribution towards National, Regional Local Priorities for Learning and Skills

- (a) Introduce a comprehensive Wellbeing Strategy designed to benefit both students and staff.
- (b) Continued commitment to the Association of Colleges' (AoC) Mental Health Charter, which outlines themes which are clearly linked to the Department for Education (DfE) principles of a whole college approach to mental health.
- (a) Introduce the new 'Empower' personal development programme where all students and apprentices will develop their personal, social, health and employability skills as enablers to secure good jobs.
- (b) Improve student/employment rates by 5% from 2024/25 data set.
- (a) Introduction of a digital project into the new Empower personal development programme. Target: 2,000 student completions.
- (b) Full utilisation of our virtual reality (VR) and augmented reality (AR) digital suite in supporting digital innovation across all curriculum areas.
- (c) Actively develop a digital curriculum that aligns with current and emerging employer needs across industries. Target: Develop a suite of short digital courses that can be integrated into study programmes, adult programmes, apprenticeships and higher education programmes based on LMI which addresses the needs and asks of local employers.
- (d) In collaboration with employers, develop, promote and deliver a programme of short courses to meet employer/student demand and need.

Performance

1

Our students are recruited with integrity, develop resilience and thrive.

2

Our college delivers excellent teaching, learning and customer experience.

3

Our students are ambitious, motivated and equipped with skills for the future.

4

Our students progress to high quality destinations to fulfil their life ambitions.

5

Our students develop the skills, knowledge and behaviours to keep themselves safe and well.

Strategic Aims and Objectives - Aim Objective 2

- 2.1 Continuously evolve our curriculum for young people, by anticipating the future jobs market and equipping our students with cutting edge skills for lifelong success.
- 2.2 Continue to deliver upskilling/reskilling programmes for adults to address the lower levels of attainment in the region and to address the new East Midlands Combined County Authority (EMCCA) Skills Strategy.
- 2.3 Continue to improve the quality of education and outcomes for all students
- 2.4 In line with government policy and intelligence, carry out a full review of our apprenticeship offer to meet employer demand.

Impact and/or Contribution towards National, Regional Local Priorities for Learning and Skills

- (a) Continue with the growth of T-Levels. Target: Introduce 2 new pathways by September 2026.
- (b) Commencement with year 3 delivery of on-site construction skills to 60 students at the new Construction Skills Hub in partnership with Chesterfield Borough Council and The Devonshire Group with 20% of students securing permanent employment.
- (c) Work closely with employer partners to plan the curriculum in line with emerging employment opportunities and to develop the skills required to contribute to the local and national economy. Employer advisory boards held in all curriculum areas by July 2026.
- (a) Engage and deliver construction programmes to a minimum of 20 adults at the new Construction Skills Hub in Staveley, by July 2026.
- (b) Upskill and deliver retrofit training to 10 employers.
- (c) Continue to develop the relationship with the Integrated Care Boards in Derbyshire (four NHS Trusts) and Joined Up Careers Derbyshire to provide a pipeline of trained Health Care professionals. Engagement with 80 students.
- (d) Tailor sector-based work academies to meet the job demands. Target: support the recruitment of 30 new jobs.
- (a) An increase in the number of young people leaving with a Level 2 English and maths qualification. Target: Increase GCSE high grade achievement by 3% from 2025/26.
- (b) Continue to improve apprenticeship achievement rates. Target: 70% achievement rate.
- (c) 80% of the curriculum areas to be judged good or better against the Education Inspection Framework (EIF) by July 2026.
- (d) Adult achievement rates to improve by 3%.
- (a) Work with employers to co-design bespoke apprenticeship programmes to support progression opportunities as part of succession planning and meet local skills needs.
- (b) Introduce new standards for low carbon technologies from September 2026.

Prosperity

1

We develop successful collaborative relationships with external stakeholders for the benefit of individuals, employers and our local economy.

2

We work together to increase our profitability and reinvest in our college community.

3

We promote a culture of effectiveness and continuous improvement.

4

We invest in the effective use of resources, facilities and new technologies.

5

We embrace new ideas, initiatives and opportunities to grow and develop our services.

Strategic Aims and Objectives - Aim Objective 3

3.1 Leading on the Youth Guarantee Trailblazer, work in partnership with Chesterfield Borough Council and Job Centre Plus to engage with young adults aged 18-21 to reduce non-employment rates and increase employment opportunities.

3.2 Continue to invest in resources and facilities to ensure students have access to the best possible learning environment.

3.3 Improve our systems and processes and identify opportunities for reducing workload and enhancing the student experience. By optimising our systems, we will create a more effective and supportive educational environment.

Impact and/or Contribution towards National, Regional Local Priorities for Learning and Skills

- (a) Place young adults with a matched employer through our dedicated recruitment service and connect them with potential employers through job fairs, internships, work experience and apprenticeships. Target: 35 young adults transition into employment.
- (b) Provide tailored support for young adults who are NEET or at risk of becoming NEET. Target: 40 young adults enrol into further education, 90 young adults attend a development workshop at the Empowering Futures Hub.

- (a) Completion of the Advanced Manufacturing and Life Sciences Academy. Target: March 2026.
- (b) Completion of the commercial hairdressing, beauty and hospitality commercial suite: September 2025.
- (c) Investment in the renewal of computers for all staff and students.

- (a) Invest in external support to undertake a comprehensive review of all systems. This review will aim to streamline operations, eliminate inefficiencies, and implement improvements that support both staff and students.

Planet

1

Our curriculum equips students and the wider community with the skills and behaviours to protect our planet.

2

We invest in, and promote the use of sustainable materials, resources and technologies.

3

We implement and respond to initiatives to support the reduction of our carbon footprint.

4

We work in partnership with local communities to promote respect for the environment and create greater awareness of the challenges facing our planet.

5

We work towards achieving the Further Education Climate Action Road Map.

Strategic Aims and Objectives - Aim Objective 4

4.1 Evolve our curriculum to equip students and the wider community with skills and behaviours to protect our planet.

4.2 Develop the skills and knowledge of our staff to enable them to train our students in carbon literacy.

Impact and/or Contribution towards National, Regional Local Priorities for Learning and Skills

(a) Introduction of a sustainable project into the new Empower tutorial programme. Target 2000 student completions.

(b) Development of dedicated alternative energy commercial courses including heat pumps. Target 50 enrolments.

(a) Develop our teaching staff to deliver Carbon Literacy training to our students and apprentices. Target: 50 staff.

Place

1

Our curriculum evolves to be at the forefront of future skills and careers.

2

We are the provider of choice for students, parents and employers.

3

We embrace and deliver local and national education strategy to meet the needs of our community and economy.

4

Together, we promote, celebrate and share our college services, achievements and success.

5

We promote an inclusive learning community where every individual is treated with kindness and respect.

Strategic Aims and Objectives - Aim Objective 5

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- 5.1 Collaborate with other local colleges to create a robust educational network that benefits all students and enhances the quality of education.

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- 5.2 Embrace and deliver local and national education strategy to meet the needs of our community and economy.

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- 5.3 Build strategic relationships with feeder schools and develop a transition strategy for all students.

Impact and/or Contribution towards National, Regional Local Priorities for Learning and Skills

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- (a) Develop a higher skills strategy for Derbyshire in conjunction with Derby College and Burton and South Derbyshire College.
 - (b) Introduce an Inter-College Competition between local Derbyshire colleges.
 - (c) Collectively, the Derbyshire Colleges' group will deliver the outputs of the Youth Guarantee Trailblazer.

-
- (a) Continue with the growth of T-Levels. Introduce 2 new pathways by September 2026.
 - (b) Deliver pre-employment training to 200 unemployed adults. 70% of achievers will be offered a guaranteed interview with a dedicated employer.
 - (c) Continue to develop the relationship with the Integrated Care Boards in Derbyshire (four NHS Trusts) and Joined Up Careers Derbyshire to provide a pipeline of trained Health Care professionals. Target: Engagement with 100 students.
 - (d) Continue to develop higher technical qualifications (HTQs) with an aim to enrol 30 students by September 2026.
 - (e) Continue to drive forward our growth strategy in construction skills by forging strategic partnerships with other colleges and training providers.

-
- (a) Develop a structured transition programme with at least one secondary school in 2025/26.

Reference To Relevant Supporting Documentation

- Chesterfield College Ofsted Inspection Report
- Chesterfield College Strategic Plan 2024-2027
- Derbyshire and Nottinghamshire Local Skills Improvement Plan
- Chesterfield Growth Strategy 2023-2027
- Chesterfield Skills Plan 2023-2027
- D2N2 Local Skills Report January 2022
- Staveley Construction Skills Hub Contract
- Occupancy List Report/ILR
- Curriculum Planning Process
- T Level Implementation Plan
- 16-18 Engagement Plan



Local Needs Duty

Through the continuation of development in our people and focus on building sustainable and trusted partnerships as highlighted in our Strategic Plan, CCG will continue to operate as an anchor organisation to address local skills needs in partnership with employers and stakeholders.

Our innovative approaches to building capacity and better serving our local economy will ensure that local businesses have the skills they need to succeed. There are many examples already in place of strong collaboration with employers to design provision to meet their needs and the college is front and centre in working to shape the new

combined authority's skills agenda. As an example of building meaningful relationships, new formal collaboration was launched in September 2024 with the Chesterfield Royal Hospital NHS Trust.

CCG has overhauled the design of curriculum planning which puts

employers and students at the heart of the curriculum intent. This ensures that not only is the curriculum fit for purpose and constantly reviewed, but it is also flexible and agile and varied in delivery methodologies to fit in with an ever-changing world.

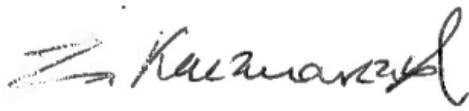


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Corporation Statement

On behalf of Chesterfield College Group 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 21 May 2025.

The plan will be published on The Chesterfield College Group's website and will be updated annually.



Chair of Governors



Principal and CEO/Accounting Officer

Dated: 21 May 2025

