



eastcoast
COLLEGE

Annual Review

Success Through Adversity
2021



2020-21

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Our Purpose

To transform individuals and build communities through education.

Our Values

Aspirational

Being supportive, exploring potential and challenging ourselves daily.

Respectful

Acting with compassion, being inclusive and welcoming to others in our learning environment and to our environment.

Professional

Putting team first, acting with integrity, developing our expertise and having a focused work ethic.

Successful

Determining our ambition, achieving excellence and continually raising standards.



2020–2021 Board of Governors

Chair

Rob Evans

Vice Chairs

Tina Ellis
Roger Cracknell
Peter Lavender

Independent Governors

Gemma Head
Alan Debenham
Albert Cadmore
Saul Humphrey
Giles Kerkham
Mike Dowdall
Ian Lomax
Kirk Lower

Director of Governance

Wendy Stanger

Principal and Chief Executive

Stuart Rimmer

Staff Governors

Andrew Timberlake
Debbie Pring
Jane Fermor

Student Governor

Lucy Pryor

Staff Governors

Andrew Timberlake
Debbie Pring
Jane Fermor

Associate Governors

Christina Sadler
Paul Nisbett

Message from the CEO and Principal



This year will stand as one of the most unusual academic years on record. The College, for the second academic year, was forced to respond to the Covid-19 pandemic across the whole year. Teaching and working in a responsive and hybrid digital fashion.

This inevitably brought additional pressure for students, staff and college leaders. In my view we all should be very proud of how resilient we have all been. We have operated with an ever stronger sense of teamship and collective focus. Some of our teams despite restrictions have seen this as a time to bring forward creativity and innovation. They have had a renewed focus on supporting students at an individual level. As a result, the student experience becomes richer and far more personal and impactful. As CEO I am extremely proud of our team here at East Coast College and the work I see every single day. I would like to publicly thank our amazing staff.

As we look to post Covid recovery it is difficult to anticipate how long the tail will be from the pandemic or whether it will see a future resurgence. Regardless of external pressures I know that our communities *need* an excellent college more than ever before. We develop the skills, knowledge and behaviours to be successful in the emerging new economy.

There has never been a more important time for us to be individually responsive to students of all ages and be very close to local and regional business. This year the College has still delivered a very strong set of results, we have achieved an outstanding Best Companies rating for how we work with our colleagues, we are developing significant new campus projects at Great Yarmouth for 2024 and in the Great Yarmouth town centre an innovative Higher Education and Adult Skills Campus, we are moving forward with an exciting Institute of Technology bid for Lowestoft and Great Yarmouth, the College is bringing on new T Levels and a new centre for civil engineering supported by regional and national industry.

We have many exciting plans to address the big challenges in developing skills for the green and digital economies.

We are a college that embraces opportunity, strives for excellence and are committed to deliver transformation for Great Yarmouth and Waveney.

Stuart Rimmer MBE

Chief Executive/Principal

Message from the Corporation

It has for some time been the norm that those engaged in further education should be ready to find solutions to testing challenges. That said 2020 -21 has certainly seen FE face the greatest challenge perhaps for a generation as a result of the Covid pandemic. Staff have worked tirelessly in difficult circumstances and throughout the year adapted to sustain the provision of teaching and learning. The governors are proud to recognise these achievements and that East Coast College did not close but adopted new styles of operation. Governors also adopted online meetings and throughout the year maintained support, encouragement and oversight of the College.

A Strategic Options Review was initiated during the year to identify and assess which strategic pathways the College should take to affect the next stages of its 10-year Strategic Plan. The College serves a region full of exciting developments and potential. Many of these developments depend crucially on the supply of a skilled labour force and during the year the College has worked with employers to plan skills development, East Coast College being well placed to play a key role in meeting these needs. The renewable energy sector is, for example, expanding rapidly around sea-based wind farms and the construction of a new nuclear power station at Sizewell. At the same time decommissioning is required in the Energy Coast. Work in the energy sector alone runs into many billions of pounds and will require skilled workers in their thousands for many years to come. The same opportunities could be said across other key sectors we serve in health, tourism, construction, manufacturing and digital industries.

The College's social mission has never been more important – raising aspirations, drawing in learners and helping them develop to their full potential and secure good quality well paid jobs. This accords with the government's own 'levelling up' agenda. The government recognises the important role FE has to play in the nation's future and East Coast College is on the front foot ready to meet the needs of our area, whether at Level 2 and 3 or through degree programmes, apprenticeships or T Levels.

2020-21 was a challenging, busy and successful year. But we should expect 2021-22 and beyond to be busier still. We are ready to embrace it!



Rob Evans
Chair of Corporation



David Blake
Chair Designate



Developing Our Curriculum to create an innovative curriculum that enhances participation.

Our goals include...

- 3,000 16-18 year olds with at least 10% studying on T levels.
- At least 1,000 FTE University of Suffolk students studying higher education.
- 800 students studying at the Lowestoft Sixth Form College annually.
- Increase adult learner participation to £2m per year and engage through the Norfolk Community College 7,000 people in activities to improve their work readiness, job-search activity and education.
- Develop new specialised provision through partnership delivery including participation in a leading Institute of Technology.

Our progress so far...

- | | |
|--|---|
| ▶ 2,715 16-18 students studying with us across a complete range of subjects from A Levels, BTECs, vocational specialism and Foundation learning. This is increasing each year. | ▶ Over 1,000 adult learners studying programmes ranging from Access to Higher Education, vocational specialisms, maths, English and digital skills development. |
| ▶ 712 students studying at our Sixth Form College in Lowestoft. | ▶ 823 apprentices on programme throughout the year. |
| ▶ T Levels for 60 learners for September 2022 in education and childcare, health and science, engineering, construction and digital. | ▶ 400 students studying degrees in health and science, engineering and creative arts and media in partnership with University of Suffolk. |
| ▶ Engaging with 1,625 people through Norfolk Community College in areas such as mentoring, job searching, volunteering and retraining. | ▶ Lead college partner in a regional bid for an Eastern Institute of Technology. |



Delivering Student Success, Progression and Wellbeing to become the very best college in our region.

Our goals include...

- Achievement rates in the top quartile for all aspects of our provision.
- At least 95% of students satisfied with their learning and development.
- 30% of 16-18 students progressing into high quality apprenticeship programmes.
- A Level and BTEC achievement rates in the top 10% nationally.

Our progress so far...

- | | |
|--|---|
| <p>▶ 95% of our learners agree they receive good teaching and learning helping them to learn and progress (from programme survey).</p> | <p>▶ Eight of our Foundation students working at the James Paget University Hospital throughout the pandemic helping our NHS as part of Project SEARCH.</p> |
| <p>▶ 91% of our learners said they were well supported in online learning and wellbeing throughout the disruption caused by Covid.</p> | <p>▶ Our BTEC students graded in the top 10% nationally for performance.</p> |
| <p>▶ 98% of our students have positive progression onto higher education, apprenticeships or employment.</p> | |



Supporting Our People to perform at the highest levels and increase their satisfaction and fulfilment at work.

Our goals include...

- Demonstrate high levels of staff satisfaction and become a Sunday Times Top 100 Best Companies employer.
- Develop a flexible reward strategy that makes annual provision for cost of living increase, increase lecturer pay to national upper quartile and become a Real Living Wage employer.

Our progress so far...

- | | |
|---|--|
| ▶ Rated as the Top 25 education and training establishments to work for in the UK and Top 75 employers in East of England by Best Companies survey. | ▶ Supported all our staff with five Professional Learning Days each year and one celebration day to highlight their success. |
| ▶ Spent over £200,000 on professional learning for our staff. | ▶ Reduced our gender pay gap year on year since 2018 (22.4%) with it now at 11.2%. |
| ▶ Became a Real Living Wage employer. | ▶ Celebrated 21 Star of the Week awards for staff since September. |



Improving Our Business to continually improve and invest in our facilities and technology to support and inspire staff and students.

Our goals include...

- Increase the College annual turnover to over £35m through growth and strategically aligned merger(s) or acquisition(s).
- Adopt innovative technology that supports 10% cost saving.
- Achieve a minimum annual capital investment of £750,000.
- Develop a quality estate with all buildings category A and B through reinvestment demolition and estate investment by investing £20m of capital investment.
- Maintain an ESFA financial health rating of "Good".
- Achieve a minimum annual surplus of £250k after capital investment and debt service.

Our progress so far...

- | | |
|--|---|
| <p>▶ Secured a Department for Education investment for our Great Yarmouth Campus rebuild programme due to be open by 2024, offering new state-of-the-art facilities.</p> | <p>▶ Capital investments secured to help adopt innovative technology including deployment of 600 laptops.</p> |
| <p>▶ Achieved a 'Good' financial health rating in 2019/2020 and 2020/2021 with plans to achieve 'Good' again in 2021/2022.</p> | <p>▶ Circa £1.9 million spent on capital investments to modernise and refurbish our campuses in 2021.</p> |

Our Community and Success



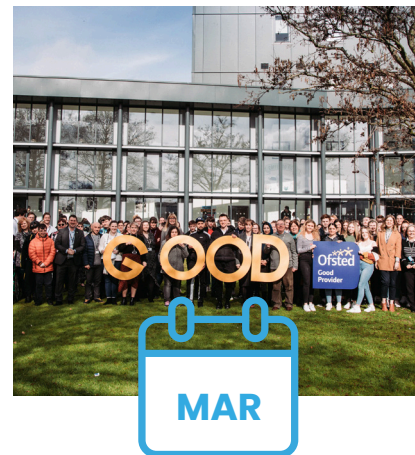
January 2020

We announced plans for a new specialised training centre at Lound to fulfil local, regional and national demand for the civil engineering and construction sectors.



February 2020

Over 270 Year 12 students visited our sixth form to take part in an Environmental Conference - a collaborative event between the sixth form, UEA and NEACO.



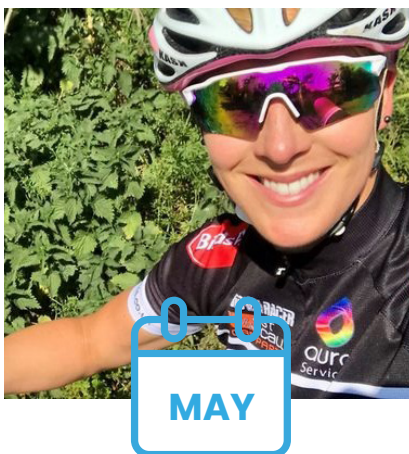
March 2020

We received a 'Good' rating by Ofsted making us the largest Ofsted 'Good' college in Great Yarmouth and Waveney.



April 2020

Our staff and students supported the community throughout the pandemic, donating food and PPE supplies as well as volunteering to bake cakes and make scrubs for the NHS.



May 2020

Our Sport and Uniformed Public Services staff made the news for completing 668 miles – the equivalent from Lowestoft to Mount Snowdon and back again – to inspire students and raise money for our local foodbanks.



June 2020

Six of our students were awarded contracts within the James Paget University Hospital amid the Covid-19 crisis. Having been enrolled on the Project SEARCH internship programme based at the hospital, the students took on valuable roles to support NHS staff.



JUL

July 2020

We celebrated our past while looking to the future with the launch of a college history book and 10-year strategic plan. The booklets were produced side by side to reflect on the events of the past 150 years while looking ahead to the next chapter of learning up to 2030.



AUG

August 2020

Sixth form students celebrated another year of outstanding results with an 100% A Level pass rate and 96.1% achieving A*-C grades. The College welcomed radio and TV crews into the building to watch students tear open their envelopes and celebrate their success.



SEP

September 2020

We were presented with the Carer Friendly Tick Award for Education in recognition of our work to make the college a welcoming place for all young carers and young adult carers. Our college was the first further education college in the region to receive the award from Caring Together.



OCT

October 2020

We donated £2,021 to the Lowestoft and Great Yarmouth Foodbanks, thanks to generous donations by staff and students. The money was raised through the FE Foodbank Friday initiative to tackle food shortages in the community throughout the coronavirus crisis.



NOV

November 2020

We marked the first year anniversary of our fantastic Energy Skills Centre, a one stop shop for energy, maritime and related sector training to the region and beyond.

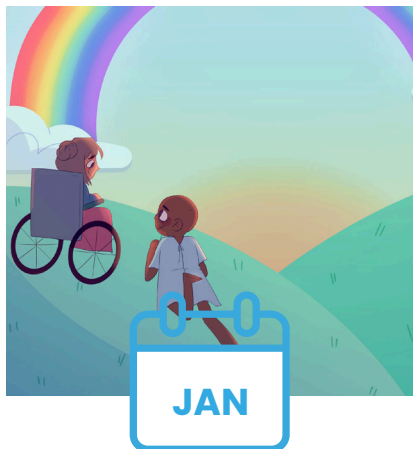


DEC

December 2020

We dropped off 600 items at the Lowestoft and Great Yarmouth foodbanks to support families in need over the festive period, with further funds raised through a staff Santa Dash.

Our Community and Success



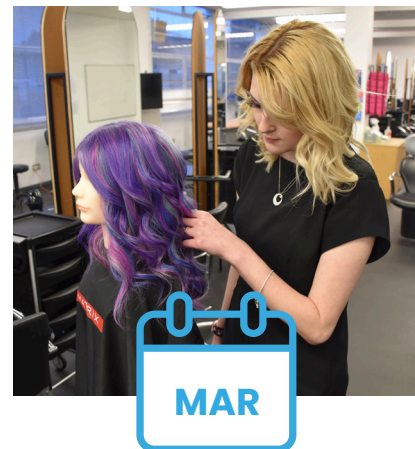
January 2021

Level 2 Art and Design student Rosina Mitchell won a competition to design a mural for the James Paget University Hospital. Rosina's colourful design was chosen to be painted on a wall for terminally ill patients to see from their window.



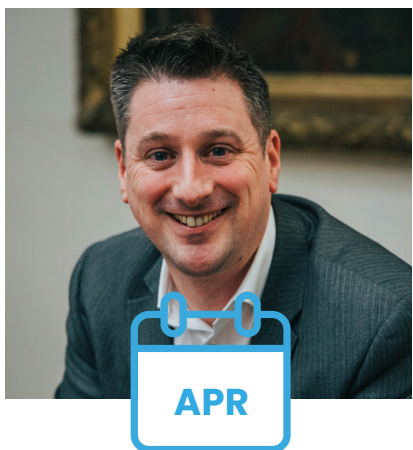
February 2021

We celebrated National Apprenticeship Week with a campaign of social media including case studies, videos from employers and a meet the team series, as well as hosting four online webinars with a range of employers who spoke about apprenticeship opportunities and the major projects happening on our doorstep.



March 2021

Hairdressing student Chloe Brown was named as a finalist in the 2021 Concept Hair Learner of the Year competition. The judges chose Chloe's entry as one of the top 20 in the colouring category for learners across the country.



April 2021

Our Chief Executive and Principal, Stuart Rimmer, was shortlisted for the FE Leader of the Year award at the 2021 Tes FE Awards, which he later went on to win. The award recognises "exceptional leadership" in further education.



May 2021

Our Enterprise students won a Gold Roots and Shoots Award for completing a number of projects that have helped animals, people and the environment. The students attended a virtual awards ceremony with Dr Jane Goodall.



June 2021

We welcomed over 500 people to our Lowestoft and Great Yarmouth campuses for our college open evenings. Prospective students were given tours of the college and met with our tutors.

Our Campuses and Projects



Great Yarmouth Campus

Our Great Yarmouth Campus is set to be transformed into a modern, multi-million pound, twenty first century site thanks to government funding. East Coast College was chosen as one of 16 colleges across England to benefit from a share of the £1.5 billion FE Capital Transformation Fund, with work due to start in January 2022. The project will be designed by our staff, students and local employers to provide an exciting campus which is inclusive and accelerates learning and development of technical skills at higher levels.

Lowestoft Campus

Work has been carried out to develop our Lowestoft Campus with the opening of the £11.3m Energy Skills Centre, the creation of a quad seating area with benches and landscaping and the revamp of the Tower building including a solar panelled East Coast College logo which can be seen from the approaching roads on both sides of the campus.



Higher Education Centre

We are proud to be a leading partner in a project to develop a new Higher Education Centre in Great Yarmouth town centre. Working with Great Yarmouth Borough Council, Norfolk County Council and local universities, the project would see a new learning hub and library created in the former Palmers store, and would allow us to further develop our higher education offering. It is hoped the centre will open in September 2023.

Civil Engineering

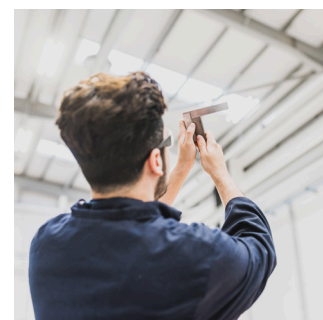
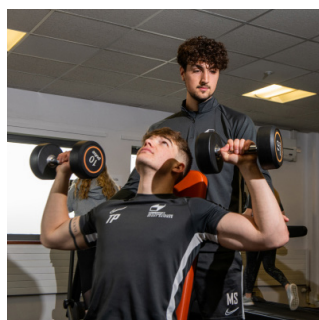
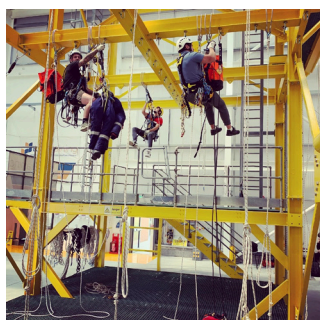
Lound Civil Engineering Centre will launch to students in the summer of 2021 to support the region in the provision of commercial and adult retraining opportunities. Located between East Coast College's Lowestoft and Great Yarmouth campuses, the Lound site was acquired by the college last year. The centre will help to fulfil local, regional and national demand for the civil engineering and construction sectors. Courses will include Get into Construction, CSCS training and employer partnerships to deliver plant training.



Institute of Technology

It is planned in an exciting bid to create The New Anglia Institute of Technology (NA-IoT) to be delivered across Norfolk and Suffolk between the University of Suffolk, East Coast College, Norwich University of the Arts and College of West Anglia, with an additional site at Suffolk Rural, Otley College. The aim is to provide access to high quality technical education and we have committed to delivering circa 700 learners by year five.

Each partner will have specialisms in key economic areas, with dedicated facilities and proposed developments to specific sectors. East Coast's sector specialism will be energy, civil engineering and construction and manufacturing. Courses due to start at East Coast College from September 2021 include: HNC in Engineering, FdSc Environmental Science, FdSc Sport Health and Exercise, Complex Electrical Environments, ILM Award Construction/Nuclear, GWO Wind Technician Suite, IRATA Rope Access and Marine Pilot Training.



THE NEXT *T* LEVEL QUALIFICATION

T Levels to begin in September 2022

Launched nationally in September 2020, T Levels are a brand new, two year qualification designed for 16 to 19-year-olds, offering a mixture of classroom learning and work placement. T Levels are an alternative to post-16 courses such as A-Levels, BTECs or Apprenticeships and have been designed to help students step straight into their chosen career or move onto higher education. East Coast College will be offering T Levels in Digital, Health and Science, Construction, Engineering and Manufacturing and Education and Childcare from September 2022.

HEALTH & SAFETY
STRUCTURAL
SCIENCE
BUILDING
TECHNOLOGY
DIGITAL
ENGINEERING
& TECHNOLOGY

4,938

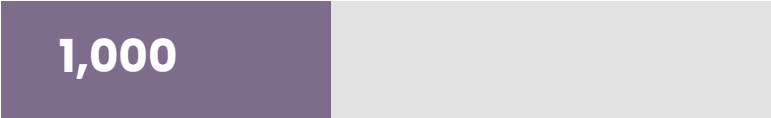
students studied with East Coast College
in 2020–21



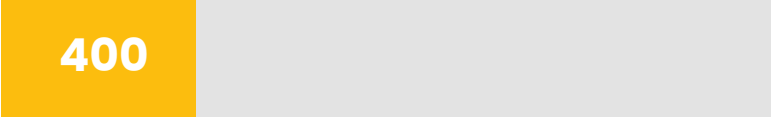
16–18 full-time students



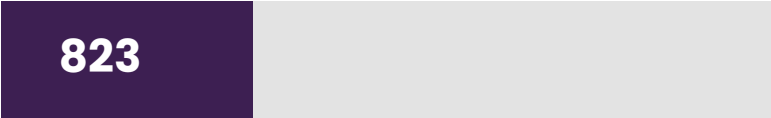
Adult learners

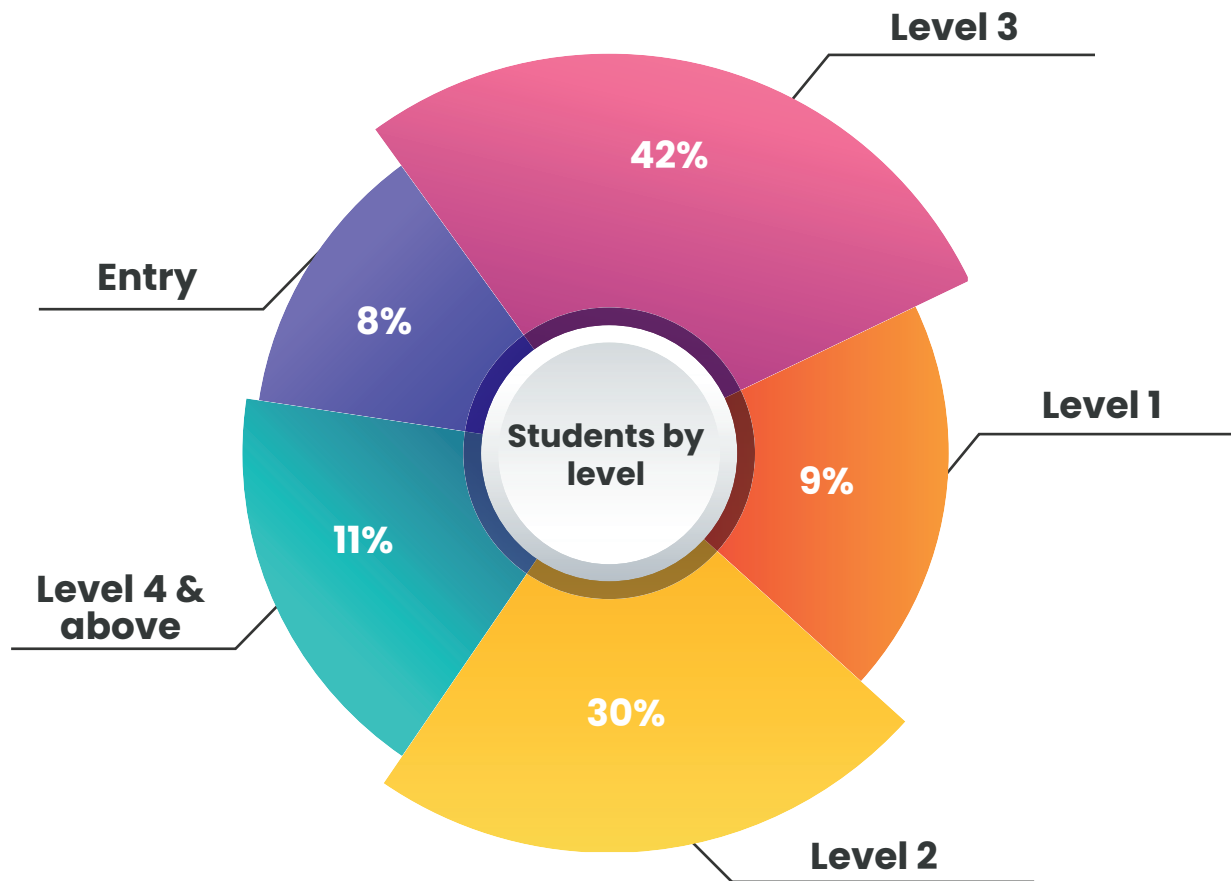


Degree students

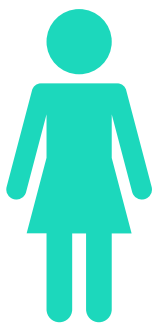


Apprentices





Gender

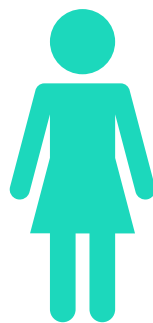


Female
48%

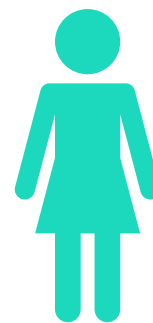


Male
52%

Disability



Without a disability
79%



with a disability
21%



Our Curriculum

Art, Design and Photography

Level 2 Art and Design student Rosina Mitchell won a competition to design a mural for the James Paget University Hospital. Our students were asked to design a mural to be painted on a wall for terminally ill patients to see from their window and Rosina's fantastic design was chosen as the winner.



Digital Media

Creative Media student Jaydn Johnson landed a placement at PR company TMS Media, completing work for them alongside his Level 3 programme. Jaydn was also put forward to create content for the Great Yarmouth Pleasure Beach's new YouTube channel and jumped at the opportunity. When he finishes his course next year he plans to continue his studies through the University of Edinburgh's Film and TV Production course.

Performing Arts

Students completed a musical theatre workshop with former student Carla Balls, who on completion of the course went on to study at Evolution Foundation College before gaining a place on the acclaimed Professional Dance and Musical Theatre course at Bird College, recently achieving her BA (Hons). Carla's workshop complimented the students' work on their end of year performances and they learnt a lot about further training and the professional audition process.



Animal Care

Many of our Animal Care students continue their studies with us and complete the FdSc Conservation Science and Animal Management (Wildlife and Zoo) foundation degree. This degree has had an exciting re-validation and the programme runs in conjunction with local industry employees for relevant work experience. Our students also have the opportunity to participate in a two-week international field trip.



Dog Grooming

Our brand new Level 2 Dog Grooming course launched in April from our purpose-designed parlour Murphy's Muddy Paws Grooming. This adult course has seen students put their theory into practice learning to groom a wide range of dog breeds from our Great Yarmouth campus.

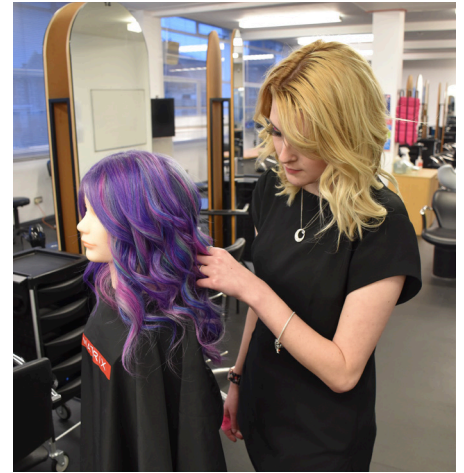
Childcare

Our Level 2 Childcare students created a festive display with a coronavirus theme to inform children how to keep safe during the pandemic. The students created their own festive face masks for children and a range of posters to promote hand washing and sanitising.



Hairdressing

Level 3 Hairdressing student Chloe Brown made it to the national final of the 2021 Concept Hair Learner of the Year competition! Her finalist entry with a grey root melted into teal, lavender, aqua blue and magenta caught the eye of the judges and earned her runner up in a competition with over 1,000 students.



Beauty Therapy

Our Beauty students collected donations for the Christmas Stocking Campaign to distribute them to people in need across Norfolk and Waveney. Their donations included food and drink, toiletries, toys and clothing.

Media Make-Up

Our Media Make-Up students kept busy during lockdown creating their fantastic make-up looks from home. Their work included Halloween designs, film characters, animals and some gory cuts and wounds.



Hospitality and Catering

Our Catering students stepped up to help the local community during the first national lockdown, preparing food to be taken to the Lowestoft and Great Yarmouth foodbanks. They made 500 bread rolls, 20 loaves of bread and 70 pasta bakes.



Health and Social Care

Our Health and Social students developed relationships with residents of local care homes through weekly Zoom meetings where they organised quizzes, chair yoga and sing-a-long sessions during a time when they were unable to see their loved ones. Level 3 student Mollie Tuttle said it was “such an achievement to still be able to have an impact despite Covid” and added “we enjoyed it so much, we even kept it up over our half term break.”

Travel and Tourism

Travel and Tourism student Lucy Cook has been with the college for two years and initially wanted to progress to work as a holiday representative overseas. However during her course and after exploring different options with her tutor, she turned her focus to working on cruise ships as a steward or a deckhand. This career route has now evolved further and she has applied to continue her studies with East Coast College on the Merchant Navy Deck Cadet Programme. She hopes to progress up to BSc level and become an Officer of the Watch, working on the bridge of a cruise ship.



Automotive

Students from our Great Yarmouth campus have been involved in a two-year project to make a Flintstone replica car to be included in a local carnival. The learners did an excellent job stripping the car down and fabricating sheets of metal to weld up and strengthen the old chassis. They worked hard to re-paint the old parts and reassemble the chassis.

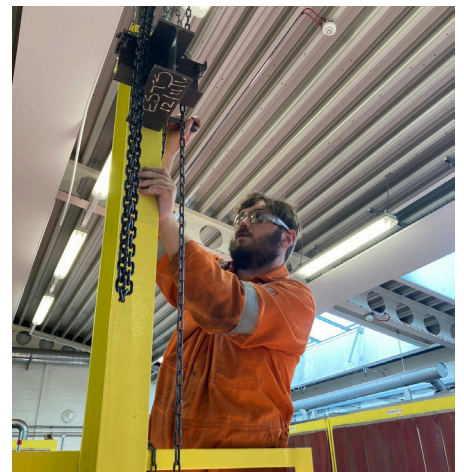


Engineering

Engineering students from both Lowestoft and Great Yarmouth all took part in Duke of Edinburgh expeditions for their Bronze award. They completed circular walks starting and finishing at the college, setting up tents and cooking a hot meal on their journey. Through the award students gained a qualification in fire safety and carried out weekly inspections of the campus to check fire extinguishers and fire exits, a qualification in first aid and attended weekly gym sessions to improve their physical fitness and wellbeing.

Welding and Fabrication

Students studying our Welding courses at Level 2 and Level 3 have had great success securing apprenticeships and employment with businesses including EDF, Trend and Armultra, Harrads UK Ltd and Trend Marine. One standout student, Jordan Freeman, started with the college on Level 1 and has now worked up to our Level 3 course. He has helped to build a tower in our welding workshop which future students will use to simulate working at heights.



Construction and Building Services

A large focus was placed on work experience and employment to make up for time lost during the pandemic. During lockdown, students participated in virtual work experience placements with businesses including EDF, Morgan Sindall and Balfour Beatty – with students saying they presented a good insight into the industry. Once restrictions eased the team worked hard to get a fantastic number of learners in to work placements as well as converting some into apprenticeships and full-time employment.



Electrical

Five students have gained employment working for local electricians and companies. Two students have completed work experience with electrical companies and a further six students have completed work experience with general construction companies. Eight full time students have also progressed to apprenticeships.

Brickwork

Eight students have gained employment for contractors and construction companies and one student has become a self-employer bricklayer. Three students have progressed into apprenticeships.



Plumbing

Two students have gained employment with local plumbing companies. Four students have completed work experience, with some likely to progress to an apprenticeship and one student has converted to an apprenticeship.

Carpentry and Joinery

Leah Clark joined Bench Joinery Level 2 in September and from the very start demonstrated a passion for the trade. She has been totally undaunted about being the only female in the group and has excelled in the workshop. Her attendance at college and throughout lockdown has been excellent, she has passed every exam first time and is currently leading the group in terms of practical work. She has also been an asset to the group often providing peer support and helping others to achieve the high standards required. We are very hopeful that Leah will join one of our local employers and continue to study as a Level 3 apprentice next year.



Painting and Decorating

Lewis Collvill started his college journey in Foundation and is now completing a Level 2 Certificate in Painting and Decorating. He is now competent and confident in all aspects of painting and is continuing to develop his skills in wallpapering. His social skills and confidence have hugely increased and he attended the painting and decorating show in Coventry, talking to stallholders and gathering information about the industry.



Sport

The Sport department have run a series of new Level 2 and Level 3 courses for adult learners, helping them pursue careers in gym instructing and personal training. This is a new market sport have moved into, with plans to continue this in future years and develop further courses including a combined Diploma in Gym Instructing and Personal Training and a Diploma in Sports Massage Therapy which are now accepting applicants.

Uniformed Public Services

The UPS team staged a mock emergency event for students to respond to, testing their teamwork and decision making skills. Students could be seen walking around campus carrying 'wounded' students, with their realistic 'injuries' created by our the hair and beauty students who started at 7am to ensure their make-up was ready for the event. This was a great example of departments supporting each other, with plans in progress to expand the event next year to involve Performing Arts students as the victims and Forensic Science students as investigators.



English and Maths

Students retaking their English and maths exams achieved great success with many using their grades to progress onto further studies at East Coast College. Last August students were invited in to collect their results and open their envelopes with tutors and friends.

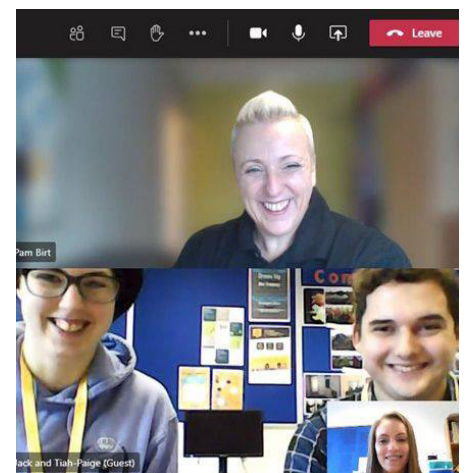


Foundation Learning

Foundation students took part in a community action project to spread kindness during the pandemic by creating and sending postcards including drawings, motivational quotes and heartfelt messages, as well as handmade jigsaws designed to evoke happy memories, to residents at The Dell Care Home in Lowestoft. Students created the gifts as a way of keeping in contact and showing the residents how much they are appreciated.

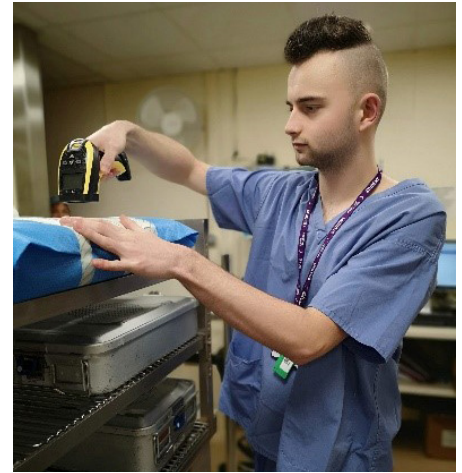
Prince's Trust

Students completed a community project to explore the effects of Covid-19 on mental wellbeing and signpost young people to the local support available. They made a powerful video as part of their project and also created a webpage with support information and activity packs for young people to complete during lockdown. They were shortlisted as finalists for the Community Impact Award in The Prince's Trust Awards National Final and got the chance to interview Sir Lindsay Hoyle, Speaker of the House of Commons.



Project Search

Six Project Search students gained contracts with the James Paget University Hospital after completing a range of placements within the hospital. Christian Head was offered a contract as a housekeeper on Ward 16, Louise Appleton and Sam Lowe were offered contracts as domestic services bay cleaners, Hayden Wright was offered a contract as a catering assistant, Michael Jordan was offered two contracts as a catering assistant and domestic services bay cleaner and Kane Amis was offered a contract in the environmental waste team.

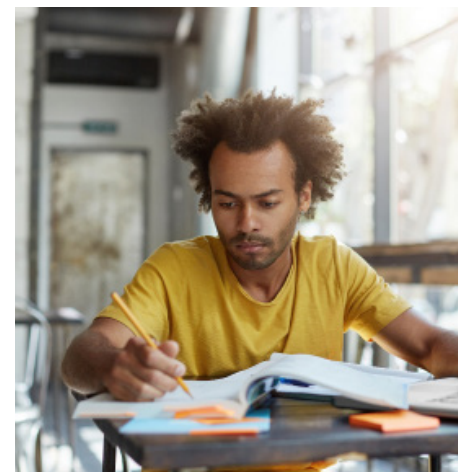


ESOL

Four UAS aged 16 to 18 students with no previous education have successfully completed two levels of entry level ESOL and functional skills maths in one year. All adult students studying ESOL have gained qualifications in digital skills alongside their studies and taken part in the Migration Heritage project.

Access

All of our Access courses were re-approved and updated, including the addition of a new Access to Medicine course. Data from the University of East Anglia on Access students progressing to university demonstrates 90% achieved first class or two-one degrees.



Higher Education

79% of our students gained a 2:1 or 1st, representing an increase on 74.1% in 2018-19 continuing the three-year upward trend. We also received excellent feedback from external examiners regarding high levels of student support and the move to digital learning and support, which has demonstrated good levels of student progression.



Maritime

New FdSc Nautical Science and Access to Maritime courses have been approved, helping to open our offer up to a UK market for degree study and strengthen our deck cadet offer. Our Maritime team have also supported work for the Gull Wing Bridge project through department simulators and ran team building and simulator experience events for other college students.

Neaco

The Neaco team held the Take Your Place Fair across four days in May, engaging with colleges and schools from across Norfolk and Suffolk. Eight community ambassador volunteers were hired across Suffolk by Neaco to attend events in the community to provide peer to peer support in raising aspiration discussions.



Lowestoft Sixth Form College

The sixth form announced another set of outstanding results in August 2020, with 96.1% of A Level students achieving A*- C grades. Despite the disruption to learning, students were given a taste of normality as they were invited into college to tear open their envelopes after two years of dedication and hard work. Students achieved a fantastic 100% A Level pass rate, with 73% of students achieving A*- B grades and 100% of students achieving A*- B grades in physics.

Fast forward to 2021 and four Lowestoft Sixth Form students celebrated being offered places to study medicine and veterinary medicine at universities across the country. Amy Adamson, a former Benjamin Britten Music Academy student, was offered a place to study Veterinary Medicine at the University of Cambridge, Carrie-Ann Pearce, a former SET Saxmundham student, was offered a place studying Medicine at the University of Cambridge, Theo Bellaby, a former Sir John Leman High School student, was offered a place studying Medicine at the University of Exeter and Charley Brown, former Hobart High School student, was offered a place studying Medicine at Hull York Medical School. These were just four of a huge number of university and apprenticeship success stories from students.

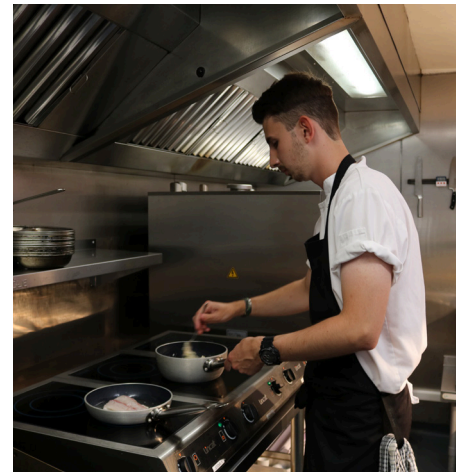


Commercial

Our Commercial team have delivered training worth over £500,000 and trained over 600 individuals during challenging times, with 99% of delegates satisfied in their learning experience. There have also been curriculum developments in clean energy, emergency response, bespoke training courses with our partner Maersk, knowledge exchange with international wind sector supply chain in Virginia Beach, Netherlands and Scotland.

Apprenticeships

Our Apprenticeships team provided support for employers and apprentices during lockdown with 95% of apprentices affected being supported with new opportunities. The team also worked with employers to identify regional need, producing a new offer in groundworks and project management. Almost 200 apprentices were enrolled in the 20/21 academic year.



Projects

Our Projects team lead the way in new adult employment support with the Routes to Work Scheme and Skills Connect scheme for adults not in education, employment or training. Our Building Better Opportunities project supported over 700 adults in Norfolk, with a 92% job conversion rate.

Industrial Placements

Our team engaged with over 150 employers to promote placements and work experience for students including offering over 100 virtual opportunities during lockdown.





Our support departments continued to work hard over two national lockdowns and on return to campus to ensure every area of the college could continue to operate successfully.

Our Finance team implemented a new finance system to support fast payment of local businesses and to students.

Our IT team worked quickly to distribute laptops to staff and students to allow them to continue their work from home, with almost 500 laptops handed out to students.

Our People and Wellbeing team called every member of staff while they were working remotely to check on their health and wellbeing.

Our Marketing team organised both virtual and in-person open events to allow prospective students to experience our college and find out about the courses and opportunities available to them.

Our Schools Liaison team filmed options videos for Year 11 and Year 8 and 9 students which were presented live to schools or played out during assemblies and tutorials to provide advice around their next steps.

Our Learning Services team set 71,000 text messages to keep students and parents informed with college news and updates throughout the pandemic.

Our MIS, Exams and Admissions teams offered 95% of applicants an interview within one week of their application being received and achieved a 4.5 out of 5 star rating by applicants when asked how helpful they found their interview. The College responded to Teacher Assessed Grades and supported thousands of examinations and managing of data.

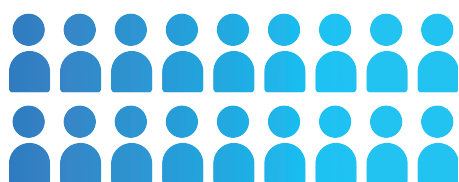
Our Student Services team worked hard to reduce social isolation, running activities such as a book club, film club, online social club, Norfolk and Suffolk Foundation Trust wellbeing activities, conflict and restorative approach, wellbeing community champions, peer mentoring and AoC sport activities.



Our Staff

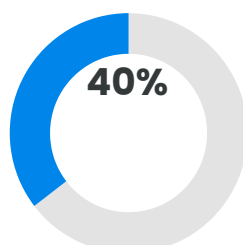


Employees

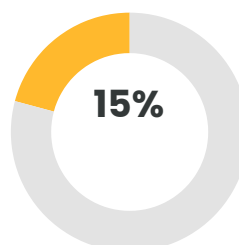


619 employees

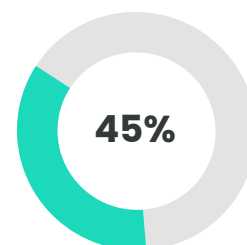
Role



Teaching/assessing

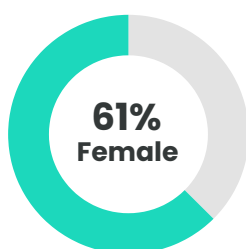


Classroom support

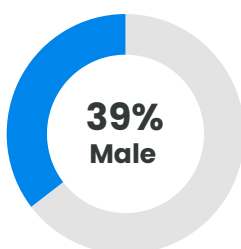


Office support

Gender

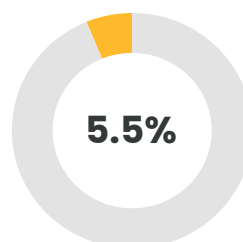


61%
Female

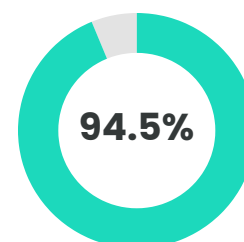


39%
Male

Disability



with a disability



without a disability
including prefer
not to say



Five professional learning days per year & one celebration day

All staff can access professional learning days.



£200,000 spent on professional development

All staff had access to a range of courses.



10% of our college staff are mental health first aid trained

Best Companies

East Coast College was rated in the top 25 education and training establishments to work for in the UK by Best Companies and was named in the top 75 employers in the East of England. The college also received a two star accreditation out of a possible three stars, for outstanding levels of engagement.

Emerging Leaders Programme

Fourteen staff went through the Emerging Leaders Programme 2021, exploring aspects of leadership development, Oxford Scenario Planning and coaching. They also supported the Best Companies achievement as ambassadors.

Staff Awards 2021

The staff awards for 2021 were announced at a college celebration in July. The awards recognise colleagues, leaders and teams who have done an amazing job during the past year. The winners were as follows...

- ★ **Team Player of the Year 2021**
Lisa Blowers
- ★ **Leader of the Year 2021**
Debbie Foster
- ★ **Team of the Year 2021**
Hairdressing
- ★ **Making College Life Great Award 2021**
Jamie Whetren
- ★ **Inspirational Teacher of the Year 2021**
Peter Read
- ★ **Team Community Champions 2021**
Industrial Placements Team
- ★ **The Grace Musson Values Ambassador Award 2021**
Niamh Gray



Financial Report

Income	2020 (£'000s)	2021 (£'000s)
Funding body grants	18,470	24,368
Tuition fees and education contracts	4,024	1,886
Other income	3,418	2,030
Endowment and investment income	220	0
Total	26,132	28,284

Expenditure	2020 (£'000s)	2021 (£'000s)
Staff costs	16,912	17,704
Other operating expenses	6,236	6,954
Depreciation and amortisation	2,590	2,526
Interest and other finance costs	802	850
Total	26,540	28,034

Surplus	2020 (£'000s)	2021 (£'000s)
Surplus before other gains and losses	(408)	250
Gains on disposal of fixed assets	0	
Surplus before tax	(408)	250
Taxation	0	0
Surplus for the year	(408)	250
Actuarial loss in respect of pension schemes	(3,719)	(3,719)
Total comprehensive	(4,127)	(3,469)

Balance sheet group	2020 (£'000s)	2021 (£'000s)
Total fixed assets	55,173	54,478
Net current assets	(1,814)	(1,588)
Total assets less current liabilities	53,359	52,890
Creditors - amount falling due are more than one year	(44,477)	(43,199)
Defined benefit obligations	(20,610)	(20,611)
Other provisions	(270)	(269)
Total net asset	(11,998)	(11,189)
Total unrestricted reserves	(12,187)	(11,377)

In 20/21 the College achieved a 'Good' financial health rating and plans to achieve 'Good' in 21/22.

Our Sustainability

East Coast College is committed to the principles of sustainability and minimising the adverse impact of our activities on the environment. Our sustainability policy endorses this commitment and guides staff and students in the desired environmental practice. It also promotes this commitment to sustainability to all of our stakeholders. As a College we recognise the need to act sustainably across all operations and accept our obligation as an education provider to set a good example of sustainability.

Our actions will include...

- ▶ Adopting recognised good practice relating to sustainable development across all our operations, and comply with all applicable legal requirements.
- ▶ Developing and regularly review sustainability targets against appropriate benchmarks.
- ▶ Raising awareness of sustainability issues among learners through related curriculum and enrichment activities, and among staff and visitors.
- ▶ Building links with local industry partners who demonstrate and support sustainable practices to further support curriculum and work experience opportunities for students.
- ▶ Encouraging sustainable travel by staff, learners and partners.
- ▶ Maintaining effective waste management procedures that reduce the use of landfill by recycling opportunities.
- ▶ Monitoring energy consumption.
- ▶ Following sustainable construction principles in all new building developments and refurbishments of existing buildings.
- ▶ Developing a Sustainability Guide with learners and staff, and ensure that information on the College's progress towards meeting sustainability targets is made available.
- ▶ Committing to the Association of Colleges (AoC) development works within curriculum and wider college development.



Our Mental Health Charter

East Coast College is committed to the positive wellbeing and mental health of our community. We signed up to the AoC Mental Health Charter in 2019, recognising the need to create an environment that promotes student and staff wellbeing and pledge our actions to proactively support this.

These are the commitments we made and some of the highlights of our journey...

- ▶ **Ensure that wellbeing and mental health work is led by a senior manager supported by a member of staff with particular responsibility for mental health.**

The College has a structure in place where responsibility for mental health support and provision is led by the CEO and two senior leaders covering students and staff.

- ▶ **Have a wellbeing and mental health policy accompanied by a clear implementation action plan which is monitored regularly and reviewed annually.**

- ▶ **Create an open and inclusive college ethos which includes respect for those with mental ill health. Promote equality of opportunity and challenge mental health stigma through curriculum teaching and also promote wellbeing through tutorial programmes and providing relevant information to parents and carers.**

Our aim is to normalise the conversation around mental health with students, staff, parents/carers and colleagues by linking wellbeing to each part of the individual's experience of College. This includes: promotion of local and national campaigns, partnership collaboration, challenging negative language and perception, tutorials around mental health topics including healthy relationships, mindfulness, social action, restorative approaches, career planning and resilience, training students to become wellbeing champions and developing positive communication skills in relationships with others.

- ▶ **Provide appropriate mental health training for staff and ensure a consistent and positive approach to staff wellbeing.**

The College commits to continuing staff training around a range of mental health areas, including: understanding suicide, handling conflict, the language of mental health, emotional intelligence, menopause awareness, stress awareness, creating a positive email culture, best practice in interviewing students and mental health first aid. During the pandemic, staff members received a phone call to check in on their individual wellbeing.

- ▶ **Encourage and collect student views on mental health and wellbeing by working with the Student Union and other student representative bodies.**

Student surveys and forums have included topics relating to positive mental and physical health. These include online surveys, 10 minute takeovers in classrooms, specialist external organisations such as NSFT, CCG, UEA, Crime Commissioner, Youth Parliament, Patient Participation and the Norman Lamb Mental Health Trust.

► **Establish effective links with local health and voluntary sector mental health groups and provide targeted individual mental health support where appropriate or alternatively signpost to external support services.**

We work with over 80 specialist partners to provide targeted support, including in liaison with CAMHS/ local mental health services, health, voluntary sector and public sector organisations. We are a member of over 10 local and regional networks to support wellbeing and careers.

► **Promote the benefit that physical activity and sport has on mental wellbeing.**

We have committed to developing more enrichment opportunity through recruitment of an activities co-ordinator. Increased opportunity based on a student survey will underpin and increase this offer.



**At East Coast College we are proud to positively change lives every single day.
Thank you to all of our staff, students, employers and community supporters.
We couldn't do this without you.**

Lowestoft Campus

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Great Yarmouth Campus

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Lowestoft Sixth Form College

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