



Annual Review 2023

“Success Through Partnerships”



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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.

Message from the Chief Executive



As we close the 2022/23 academic year, reflecting on the position of the college once again provides opportunity to put aside memories of barriers and hard work and instead take an optimistic view and have great pride of the achievements of our wonderful staff and students.

The long tail of the pandemic continues to change how we work with our students who in many cases carry into college with them the legacy of missed learning, lower starting points, and restricted social development. Business uncertainty in the national and local economy has challenged local employers and the cost-of-living crisis plays out each day in our corridors of learning. All these have presented daily challenges to our large student population and in turn to our staff. Societal issues this year have once again risked crowding out the core educational mission.

To this end our students, supported every step of the way by our teams, have managed to deliver strong results, well ahead of regional and national comparison results data. I must offer my heartfelt congratulations. The determination and resilience to continue in difficult times has been fantastic.

Alongside academic performance, the college's financial performance has been strong achieving the ESFA health rating of 'Good' and performing to budget despite the pressures of inflation. We have been able to invest over £1.8m in facilities, most recently launching our new Welding Academy in Great Yarmouth, further developments in the Civil Engineering Campus and investments jointly with Health Education England for higher level specialist health teaching facilities in Lowestoft and Great Yarmouth.

Our staff are critical to our success and have worked tirelessly in all areas to deliver high quality results. A recent survey by the national Best Companies named the college as 65th UK best large company to work for, and within the top 10 education companies to work for. This is a tremendous result showing high levels of pride and engagement. I thank them for their daily commitment.

We begin to look forward to 2023/24 with excitement. New curriculum in green skills and digital coming to the forefront, a new University Centre coming to Great Yarmouth, the total redevelopment of the Great Yarmouth Campus, Sizewell C Adult Skills Centre opening in Lowestoft with a renewed focus on delivering skills for adults, projects with the health sector and new Skills Bootcamps starting Summer 2023 across engineering, health, and civics. The future is exciting and continuing to develop for East Coast College.

This Annual Review is a showcase for ECC of the amazing opportunities we create and the impact within our communities. Once again it is my huge privilege to lead East Coast College. I thank everyone in our staff, students, employers, and community links that have played integral roles in our collective success.

Stuart Rimmer MBE
Chief Executive

A handwritten signature in black ink, appearing to read 'Stuart', written in a cursive style.

Message from the Corporation

With the end of the academic year now again upon us, it is a good time to reflect on the year in our annual review.

On behalf of the Board, I would like to thank all that contribute to the great life and success of the college especially our students and staff.

The Board supports and challenges the college's team to help ensure we can and do deliver the best learner experience, and this is demonstrated through learner achievements and progression. It is always amazing to see and hear our learners' personal stories and the life changing experiences they have had at the college.



Through our mix and levels of provision we can offer a course for everyone as a true community college, and we all are guided by our college values of:

- **Aspirational – Being supportive, exploring potential and challenging ourselves daily.**
- **Respectful – Acting with compassion, being inclusive, and welcoming others in our learning community 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.**

Looking ahead, the college has both challenges and exciting opportunities which will help the college develop and remain at the heart of our community providing the provision it needs and fulfilling our purpose to transform individuals and build communities through education.

The Board wishes everyone a wonderful summer and look forward to seeing the college achieve even greater successes in 2023/24.

David Blake
Chair

A handwritten signature in black ink that reads "David".

Our Senior Leadership Team



Stuart Rimmer MBE
Chief Executive



Urmila Rasan
Deputy Chief Executive



Julia Bates
Deputy Principal
Curriculum Development
and Partnerships



Paul Padda
Deputy Principal Curriculum
and Quality



Ann Wall
Director of People and
Wellbeing



Kerry Payne
Sixth Form Principal and
Assistant Principal Higher
Education



Our Governance Team



Chair

David Blake

Vice Chair

Peter Lavender

Independent Governors

Alan Debenham
Malcolm Goodwin
Jude Owens
Teresa Sharman
Toni Wynn
Lewis Hanson

Director of Governance

Wendy Stanger

Staff Governors

Katie Alexander
Nasima Begum

Senior Independent Director

Rob Evans

Chair Finance and General Purposes

Ian Lomax

The Board's committees are also supported by Associate Governors:

Lisa George
Roland Kaye
Liz Howard
Dave Cole
David Shaw
Jose Bamonde

Chair Quality and Standards

Peter Lavender

Chair People

Kirk Lower

Chair Audit

Giles Kerkham

Chair Curriculum Development

Saul Humphrey

Chair Estates

Mike Dowdall

Chair ECETA

Tina Ellis

"As Chair I would like to thank all of the Governance Team for the time and commitment, they voluntary give to the work of the college and to our Director of Governance, Wendy Stanger, for her support and advice. This year Wendy has been appointed as a National Leader of Governance and following qualification elected as a Fellow of the Chartered Governance Institute." - David Blake

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.

Our progress so far:



Growth of our TLevel provision to offer Engineering at our Lowestoft campus, a GCSE resit option at Lowestoft Sixth Form and two new 'Connect' courses in motor vehicle and construction for 16-year-olds with low attainment in response to demand from feeder schools.



Delivering Skills Bootcamps in plant, civil, engineering, wind and care through 16-week courses to equip adults with the skills needed for the modern workforce.

Development of a new adult strategy providing courses for those already in work covering a wide range of subjects including groundworks, construction, security services, customer service, team leading, entrepreneurship, sustainability, health and social care, digital skills and offshore wind training.

Growth of commercial opportunities in bespoke emergency response training and training that supports international delegates, with new courses planned in

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:

19,000 social action hours logged, 9,348 foodbank and babybank items donated and £6,844 raised as part of the college's participation in the #GoodforMEGoodforFE campaign and the Great Yarmouth and Waveney Spirit of 2021 volunteering bid.

The college raised awareness of gender-based violence through the continuation of the ECC Says STOP! to sexual harassment, discrimination and violence campaign – collating a student voice of over 2,500 interactions.

95% of students said they feel safe at college highlighted through the 2022/23 induction survey.



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:

	65th best in the UK, 7th best education/training provider and 31st best employer in East of England.		Supported all of our staff with five professional learning days each year, one celebration day and two Star of the Year awards to highlight their success.
	Over £200,000 spent on professional learning for our staff.		Increased the bottom of the lecturers' scale to start at £30,000.
	Continued to be a Real Living Wage employer.		Renewed the role of Advanced Teacher Practitioner to provide development opportunities and support for our teaching staff.



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's 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:

Secured a Department for Education investment for our Great Yarmouth campus rebuild programme due to open in 2024, offering new state-of-the-art facilities.

Capital investments of circa £1.1m for energy saving initiatives.

Achieved a 'Good' financial health rating in 2019/20, 2020/21, 2021/22 and 2022/23.

Implementing recycling initiatives for college waste.



Our Community and Successes

JUL



July 2022

The Annual Student Awards were held over four nights celebrating the success of East Coast College and Lowestoft Sixth Form further education students, as well as apprentices and access learners.

AUG



August 2022

The college launched a new Hospitality and Tourism Skills Academy to provide specialist training for school leavers, apprentices and adults to meet the needs of the industry in Great Yarmouth, Lowestoft and beyond.

SEP



September 2022

The college, in partnership with James Paget University Hospital, celebrated 10 years of the Project SEARCH programme, helping young adults to develop the skills and experience needed to move into employment.

OCT



October 2022

Students from the class of 2022 celebrated their graduation at Great Yarmouth Minster, surrounded by family, friends, proud teachers and local dignitaries.

NOV



November 2022

The grand opening of the college's new Clinical Skills Suite was held, providing T Level students with a realistic working environment, equipping them with the skills needed to enter work placements.

DEC



December 2022

As part of the #GoodForMeGoodForFE campaign, Foundation and Progression students organised the donation of almost 1,000 items to the Lowestoft, Gorleston and Great Yarmouth foodbanks to help families in need.



JAN

January 2023

The college, supported by Vattenfall, hosted ten Dutch students who trained to work up high in a wind turbine, operate an offshore crane and develop critical sea survival skills at our Energy Skills Centre.



FEB

February 2023

Chief Executive, Stuart Pimmer, joined national further education leaders and MPs for the launch of the Mind The Skills Gap campaign at Parliament to lobby for further funding for colleges.



MAR

March 2023

Level 3 Hairdressing student Daisy Matthews won the hair up bridal themed category at the Concept Learner of the Year competition in the national final at Telford College.



APR

April 2023

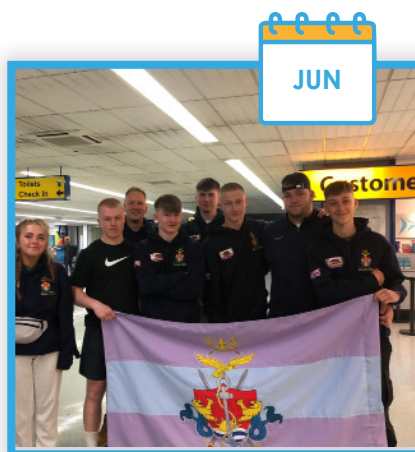
Travel and Tourism students embarked on a two-week educational trip to Vietnam thanks to the Turing Scheme where they lived in a tourism college, volunteered at a soup kitchen, and explored tourist areas in Ho Chi Minh City.



MAY

May 2023

A new Welding Academy was launched at the college's Great Yarmouth campus providing industry-standard training for students. The ribbon cutting was attended by industry professionals and Mayor Graham Plant.



JUN

June 2023

Our Uniformed Public Services students spent three weeks in California working with the United States Space Force and San Diego, Military Academy thanks to the Turing Scheme.

Developments for the Future



Great Yarmouth Campus rebuild project

The Department for Education is funding a major transformation project at the college's Great Yarmouth campus as part of the FE Capital Transformation Fund.

Announced in April 2022 by Apprenticeships and Skills Minister Gillian Keegan, the funding has been allocated to transform the Suffolk Road college to create a modern, multi-million-pound campus due to open in phases through 2025 and 2026. Bidding for the contract is under way and a public consultation will follow.

Stuart Rimmer, CEO and Principal of East Coast College, said: "We are delighted to be working directly with Department of Education (DfE) to create the most ambitious college building programme ever in the eastern region. It will create a stunning, modern, multimillion pound twenty first century campus in Great Yarmouth. It will be designed by our staff and students and local employers to provide an exciting campus which is inclusive and accelerates learning and development of technical skills at higher levels. This is superb news for the college but also the town and region."

The FE Capital Transformation Fund aims to rebuild and transform college estates and create modern, fit-for-purpose spaces that meet the needs of students and the communities they serve.

University Centre

East Coast College is continuing work as a leading partner in a project to develop a new Library, Learning and University Centre in Great Yarmouth town centre. The centre, which will be known as The Place when it opens its doors in September 2024, is being developed in the former Palmers department store, which was purchased in 2020 by Great Yarmouth Borough Council.

The ambition is to create a unique environment where local people can start their first steps into learning, engage with the wider community offer of the library, receive support from selected partners or continue their learning journey into further and higher education with a combination of skills programmes.

The project will cost £18m in total with East Coast College and the University of Suffolk contributing £3.5m, Norfolk County Council providing £2m to support the relocation of the library, and £8.5m coming from the government via Great Yarmouth's Town Deal programme and £4m from the Future High Streets Fund.

Work on site started at the end of 2022 with an internal strip-out, asbestos clearance and demolition of dilapidated outbuildings and plants. The scheme was given planning permission for change of use in February 2023. Detailed design work and the procurement of a main contractor are currently underway. It is expected that refurbishment works on the internal fit-out will commence in September 2023, with a one-year anticipated construction period. The new facility is anticipated to be open for the 2024-2025 academic year.

The project is a fantastic opportunity for East Coast College to expand and increase the reach for its degree level courses accredited by the University of Suffolk, as well as

Civil Engineering Centre

Lound Civil Engineering Centre will launch in the summer of 2023 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 centre will offer a variety of courses to support those seeking training to enter the civil engineering sector as well as commercial courses to aid employment and the diversity of site skills. The campus will provide training for regional infrastructure projects and work in partnership with tier one contractors and supply chains to ensure a regional skills base.



T Levels

T Levels launched at East Coast College in September 2022, with the first cohort having just completed their first academic year.

T Levels are new, two-year qualifications designed for 16 to 19-year-olds, offering a mixture of classroom learning and an extended work placement. Created as an alternative to post-16 courses such as A Levels, BTECs or Apprenticeships, T Levels have been designed with employers to help students step straight into their chosen career or move onto higher education.

With £1.5m worth of investment secured, the college launched T Levels in Health, Education and Childcare and Maintenance, Installation and Repair for Engineering and Manufacturing. This included the creation of new T Level facilities, including The Hive - a simulated learning environment both inside and out which allows students to immerse themselves in learning and connect theory to practice, and a Clinical Skills Suite to provide a realistic working hospital and laboratory environment.



Our Students

4,563 total students
studied with East Coast College in 2022-23



2,605
16-18 full-time students

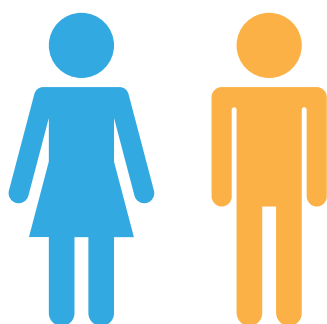
1,077
Adult learners

610
Apprentices

361
Degree students



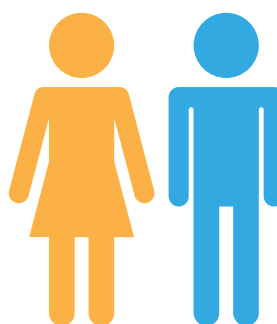
Gender



Female
49.9%

Male
50.1%

Disability



Without a
disability 63.3%



With a
disability 36.7%

Our Curriculum Achievements

Art and Design



Level 3 students took part in an event organised by the James Paget University Hospital to award nurses that have just completed a qualification to become professional nurse advocates. The Professional Nurse Advocates (PNA) programme delivers training and restorative supervision for nurses across England.

During a celebration event, students Ela Scott, Caelan Sutherland and Hannah Moore worked live on a large-scale artwork responding to conversations and key words being discussed within the room, turning them into an illustrative mind map to be displayed in the hospital.

Digital Media

Level 3 Digital Design students took part in a specialist 3D modelling workshop with industry professional, Shaun Mouldings, a former East Coast College student with over 30 years of experience in commercial design and education. Shaun has an impressive portfolio



Performing Arts

Animal Care



Animal Care students of all levels who were part of the 2022 South Africa trip with the Turning scheme, continued to explore the skills and knowledge that they had gained internationally on home soil. The students took part in a safari experience on both land and water at Fritton Lake as well as exploring the Somerleyton Estate and learning about rewilding. The estate is at the forefront of the European rewilding programme, having contributed over 1,000 acres of land back to nature.

Childcare

Our T Level Childcare students have been developing as Early Years Practitioners in 'The Hive', our new simulated learning environment. They have engaged in different tasks such as setting up challenges and making playdough as well as exploring indoor and outdoor provision in our nursery and working together as they looked at what it means and takes to work in the early years industry.



Hairdressing

Hairdressing Level 3 students submitted entries to



Our Curriculum Achievements



Beauty Therapy

Our Beauty teams organised a two-week-long event to raise money for a local female-focused charity, Feathers Futures, as part of International Women's Day. Students offered facials, manicures, and other treatments in exchange for a donation to the charity, using skincare products by Kaeso, a professional skincare brand that is natural, vegan, and cruelty free.



Media Make-Up

Beauty Therapy students enjoyed a trip to the Professional Beauty Show in London where they observed demonstrations of the newest industry techniques and attended workshops on professional industry skills, business and careers. They also participated in masterclasses such as brow lamination and lash extensions. Media Make-Up students visited the Brighton Film School, completed work experience during the Halloween event at Pleasurewood Hills and enjoyed a talk from guest speaker Samantha Helen MUA, a body art illusionist and owner of the brand Essentials.



Hospitality and Catering



Our Hospitality and Catering students worked hard to deliver a wonderful evening for The Wine Society function at East Restaurant. Dinner was prepared by Level 3 Professional Cookery students alongside Chef Dave Patterson and served by the first year Hospitality Serviceteam with front of house Manager and Lecturer Ally Trail.

Students also supported the VENI Project business breakfast, providing a delicious breakfast and first-class service, and manned the college stand at the Local Flavours event at Norwich Showground.

Travel and Tourism

Our Travel and Tourism students spent two weeks in Ho Chi Minh in Vietnam where they experienced a life-changing volunteer project while studying tourism in South East Asia.

The students lived in a tourism college, volunteered in a soup kitchen, visited the Mekong Delta, Can Gio



Engineering



Level 2 Engineering students secured apprenticeships with a local company, Polgain Ltd. Aiden Bailey and Robbie Newson attended a trial day at Polgain, with the company looking to take on just one apprentice. Polgain were so impressed with both of the candidates that they decided to take on both of them. The students are currently working one day a week at Polgain while continuing with their Engineering course at college.

Engineering students also completed the Duke of Edinburgh Award and were presented with their certificates and badges in two special celebrations attended by Henry Cator, Deputy Lord Lieutenant of Norfolk, and Hugh Crossley, Lord Somerleyton.

Automotive

Our Level 2 and 3 Automotive students enjoyed a trip to the London ExCel exhibition centre for the London EV Show. Students experienced the rapid improvement and development in electric vehicle design and infrastructure, including mobile high voltage charging,



Welding and Fabrication



Brickwork

Brickwork students have been developing their skills learning to work at height thanks to a new partnership with a Suffolk scaffolding company. Anglian Access donated and installed a 12m x 6m board-wide scaffold platform behind the brick workshop at the college's Lowestoft campus, allowing students to gain valuable experience working at height before progressing onto work at a construction site.

Carpentry

Our Level 3 Carpentry students built a gable end framework for the Brickwork department, completed as part of extracurricular work. Students designed, priced, and built the framework which is now being used by the bricklayers to simulate cladding timber framed buildings. This is considered to be more sustainable than current practice and will become mainstream in future.

Electrical

Two level 2 students have achieved apprenticeships, one with CB Electrical in Lowestoft and another with BW Refrigeration, also in Lowestoft. These present a fantastic progression opportunity for students.



Plumbing

Our Level 2 and 3 Plumbing students benefited from a visit by Nick from Monument, a family run plumbing tool manufacturer based in London. The students had tool demonstrations and were taught about the history of Monument and their lineage as a family run business that make all their tools in the UK. Students were invited to visit the Monument factory to see how and where the tools are manufactured.

Painting and Decorating



Sport

Level 3 Sports students completed their Level 2 gym instructor course alongside their studies, making them even more attractive for employment opportunities. They completed different assessment methods and finished the course by planning, delivering and evaluating a physical exercise session for a client. Gaining this qualification allows them to seek full-time employment opportunities within the sports industry.

Uniformed Public Services

Our Uniformed Public Services students experienced a three week educational trip to California as a part of the Turing Scheme. They visited Los Angeles working with the United States Space Force, where they learnt about military space operations. They also visited a Military Academy in San Diego and enjoyed the 4th of July celebrations in San Diego Bay.



English and Maths

The English and Maths teams have been preparing students for another busy summer of exams, hoping to build further on a great set of results from last summer. Tutors have been running revision sessions





Foundation Learning

Our Foundation and Progression students delivered excellent customer service at the Neighbourhood Volunteer Opportunities event and explored ways to promote the Volunteer Café at St George's Theatre with illustrations and a collaborative logo. They also received a visit from local artist Ruben Cruz from Represent Project, who supported them with some creative ideas.

They also visited Africa Alive to help with park maintenance including raking leaves, sweeping acorns and weeding in order to gain skills in the gardening sector.

Prince's Trust

Our Prince's Trust students gave the new premises for Feathers Futures a makeover as part of the community project section of their course, creating a fresh new look for them to provide their services. They produced a calming environment with a striking mural for the charity.

Students also took part in an action-packed residential trip to Hautbois Activity Centre, learning team building skills, boosting confidence through team challenges and peer support.





Project SEARCH

The Project SEARCH students have continued to engage in real work placements at the James Paget University Hospital. They completed three placements this year designed to develop and stretch their experiences in preparation to apply for paid jobs. Students have shown real progress, dedication, hard work and commitment to do well on their placements. New for 2023/24 is Project SEARCH at Great Yarmouth Borough Council where students will continue to have different placements to develop real work skills.

ESOL

ESOL students took part in the Barclays Life Skills Programme ran through five college sessions with the final session delivered at Great Yarmouth Town Hall. Students had the opportunity to participate in mock job interviews with local employers which allowed them to practise their interview and English skills.



Access

The Access team have continued to provide successful programmes to a large number of mature learners in a variety of subjects. The progression from these courses is excellent with the majority of learners accepting university places around the UK and others entering healthcare apprenticeships. Many from the Level 2 Counselling

The Neaco team has continued to provide targeted support to students in a variety of ways. The team have provided guidance for educational pathways, UCAS support, one-to-one guidance on personal statements, career advice, higher and degree apprenticeship talks, interview skills workshops, supported higher education and apprenticeship fairs, Stress Less workshops and funded multiple educational visits. Over 1,000 engagements, with students have taken place this year.

They have hosted over 20 universities, higher education establishments and apprenticeship employers at both Lowestoft and Great Yarmouth campuses, providing students with the opportunity to speak face-to-face with representatives and understand more about the courses on offer and campus life.

Neaco has also provided financial support towards educational trips. Our Air Cabin Crew students had an amazing opportunity to complete some industry training with British Airways. The students embraced the practical training and heightened their enthusiasm for the airline industry. This was a unique and one-off experience for students.



A Level English Language students went on a trip to Friends House in London to watch the E-Magazine English Language conference. They heard talks from a variety of people specialising in different areas of the subject. The most popular talks were from Emma Byrne, a robotic scientist and neuroscience author, and Michael Rosen, one of Britain's best-loved writers and poets. The students also heard a talk that incorporated English Literature and English Language, which was highly beneficial to help improve their analysis skills.

Our Curriculum Achievements

Higher Education

70% of our Bachelor degree students gained a 2:1 or 1st – responding to regulatory change.

53% of our Foundation degree students gained a Distinction or Merit – maintaining an upward trend.

Tutors were praised by external examiners for the high quality and constructive range of feedback given to learners, leading to students valuing and progressing from assessments. The student performance in assessments demonstrated very high-quality teaching, learning and assessment.

New courses launched in September 2022:

- BA (Hons) Visual Art
- FdSc Biomedical Science
- FdSc Forensic Science

Approval of new courses for September 2023 starts:

Higher Technical Qualifications (HTQs)

- Modern Methods of Construction for England
- Quantity Surveying for England
- Digital Technologies (Cyber Security and Networking)
- Digital Technologies (Software Development and Programming)



Lowestoft Sixth Form College

Lowestoft Sixth Form students once again celebrated their A Level and BTEC results in August 2022. The sixth form achieved a 97% A Level pass rate, with 65% of students achieving A*- C grades and more than a third of students achieving A*-B grades. Success was evident in its STEM subjects with 75% of students achieving A*- B grades in Physics and 71.4% achieving A*- B grades in Further Maths.

All students worked hard to achieve their results in A Levels and BTECs through a difficult two years. Staff taught this cohort with dedication and expertise to help unlock student potential. The 2022 students progressed onto fantastic destinations including a range of high-quality apprenticeship and degree programmes.

Fast forward to 2023, and Lowestoft Sixth Form students have once again secured standout destinations. Charlie Poll and Josh Heaton utilised their experiences in Economic and Business studies to secure Level 3 AAT Accountancy apprenticeships at Ensors Chartered Accountants in Norwich and Lovewell Blake, respectively. Jessica Scott, studying Maths, Further Maths and Business, similarly has secured her apprenticeship at Cunningham's Accounts following a work experience opportunity during her studies at college.

Max Garbutt was proactive in his applications for apprenticeship opportunities and secured a Level 4 apprenticeship with Broadland District Council in Economic Project Development. Max studied Economics, Sport and Business.

Eloisa Kincaid, studying Criminology, Law and Business, made an apprenticeship choice over progression to university. She will start at Marsh McLennan Insurance to continue her development, declining her offer to study in Law for Business at Lincoln University.



Apprenticeships

Level 2 Bricklaying Apprentice Enamullah Safi, who works at Gilbert Builders Ltd, represented the college at the East Suffolk Awards 2023, winning Apprentice of the Year. He was nominated by his tutor Mark Gilbert for his tenacious work ethic and picked up the accolade during an awards ceremony at Snape Maltings in February.

Commercial Training

Areas such as emergency response, as well as sector training for those leaving the armed forces as part of a Military into Offshore Wind initiative in collaboration with Engineering Construction Industry Training Board and local employers.

The Commercial team have delivered training worth over £850,000 and trained over 1,000 individuals, with 99.5% of delegates satisfied with their learning experience.



Industrial Placements

The college continues to work with over 200 employers to provide short and long-term placements providing

Community Learning

2022 saw the Project Team and its delivery partners support 1,762 individuals through all of our combined services, helping people to find employment, improve their skills, or to overcome hardship related concerns.

Of these groups:

- 28% moved into employment
- 19% moved into education, training or gained a qualification

In 2023, the team launched Project Apollo. With a focus on workforce supply, the project aims to deliver a range of initiatives designed to support further education learners and local people to learn in the workplace and develop skills to move into a rewarding health and social care career. In addition, this year saw the launch of a new numeracy-based project called Multiply, designed to help people improve their ability to understand and use maths in daily life, home, and work.



In March, the Norfolk Community College Project team hosted an end of project celebration event with participants, delivery partners and local stakeholders.

The event acknowledged the project's impact over the past seven years in improving the social mobility of people living in Norfolk through its approach to addressing the needs of those furthest from the labour market, helping them return to employment and training. Joined by its community and voluntary sector partners, the event celebrated the project's achievements, shared findings from its independent evaluation and presented detailed case studies.

Our Support Teams



Our support departments work tirelessly to ensure every area of the college operates successfully.

Our Finance Team have streamlined processes and made efficiencies, meaning they can provide better, more meaningful support to staff.

Our Student Finance Team has supported a higher number of students over the course of the year with all costs involved in attending college. Family Action has also awarded additional learning support and educational grants to further support 76 students so far identified by safeguarding and wellbeing.

Our IT Team provisioned 300 PCs and 200 laptops, in addition to upgrading 200 desktops with newer, faster hard drives and extra RAM, increasing their speed and functionality. They also provided two additional laptop trolleys to construction and three for English and maths across all the sites.

Our People and Wellbeing Team have embedded a sense of wellbeing and community into the heart of the people function, with activities such as Walking Wednesdays, Spinning, Pilates, Yoga and a Darts club. This has enabled the team to connect with the wider college, while continuing regular catch-ups with managers to share best practice and champion employee experience.

Our Marketing Team welcomed hundreds of prospective students and their families through the doors during open events in October, November and February. In addition, they worked with the School Liaison Coordinator to attend and deliver over 70 events for

Our MIS Team planned and executed the enrolment process to create a user-friendly experience for a large number of learners and delivered thousands of exams to enable students to achieve their qualifications and progress to their chosen destinations. They also supported the smooth running of software that enables the college to send reports to students/parents, helping to share their progress throughout the academic year.

Our Learning Services Team hosted a successful Online Safety Live event alongside the UK Safer Internet Centre, enabling local organisations to access free nationally recognised training and resources. They also celebrated a decade of working with BetterWorld Books, in which time nearly 10,000 books have been donated for reuse (30%) and recycling.

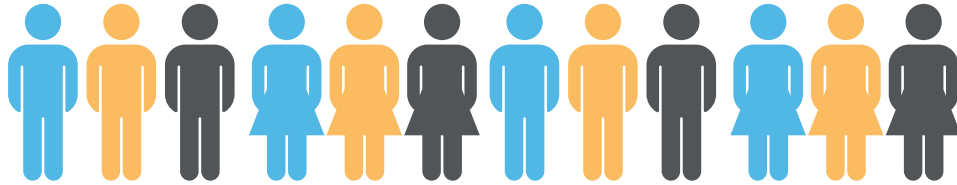
Our Admissions and Reception Team have increased communications with applicants to secure a greater number of acceptances compared to the previous year. They have also developed a closer working relationship with careers leads in feeder schools to provide regular updates on year 11 applicants and arranged interviews at schools for some Lowestoft Sixth Form applicants which has worked well.

Our Student Services Team sent out regular Parent and Carer Newsletters to provide links to careers, wellbeing and online safety advice and organised activities and events for students, parents, carers and professionals to promote learning opportunities, careers pathways and positive mental health.


Our Estates Team utilised a new helpdesk system, providing detailed information on the jobs the team undertake and complete. Since the switchover in November 2022, the team have completed 4,956 jobs, bringing the total completed this academic year to 6,757.

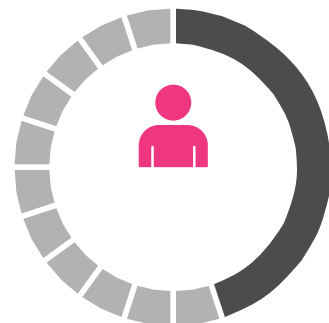
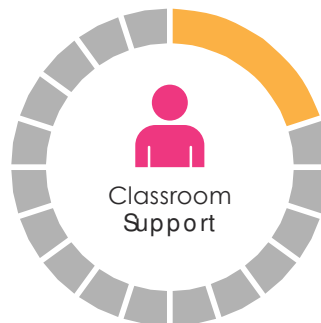
Our Staff

639 employees

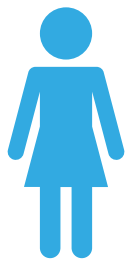


Role


Teaching/
Assessing



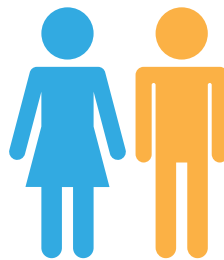
42%



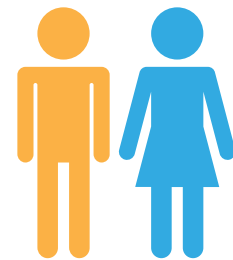
**63%
female**



**37%
male**



**5% with
disability**



**95% without
disability**

Five professional learning days per year and one celebration day.

£200,000 spent on professional development.

8% of our college staff are mental health qualified.

The college entered the Best Companies awards for the third year running and also made it to **7th Best Education** and Training Provider nationally and **31st Best Employer in the East of England**.

East Coast College has retained its 1* accreditation and moved up the league tables from **94th to 65th Best Large Company to work for in the UK**.



Stuart Rimmer, Chief Executive, said:

“This year the highest ever number of staff responded to the survey which is fantastic. This award demonstrates that despite the very difficult landscape the college is currently in, our amazing staff have the ability to overcome the most challenging times.”

In order to enter the Best Companies awards, staff were invited to take part in a survey to share their views with leaders and Governors about working life at the college. And for every survey completed, the college donated a tin of food to the Lowestoft or Great Yarmouth Foodbank, with 400 tins dropped off by the team in May.

Engagement Ambassadors

The college inducted **42 Engagement Ambassadors** to work with department leaders and senior management group to ensure staff voices were heard and listened to. Thanks to the Engagement Ambassadors, we had our highest levels of engagement in this year's staff survey.

Staff Awards

The staff awards for 2023 were announced at the college celebration on July 10th. The awards recognise colleagues, leaders and teams who have done an amazing job during the past year and represent the college's values

Inspirational Teacher of the Year

Catherine Gray, Guy Nottage and Gryff Palmer

Team of the Year

First Aiders

Grace Musson

Values Ambassador

Lisa Blowers

Leader of the Year

Sonia Loveday

Team Community

Champions of the Year

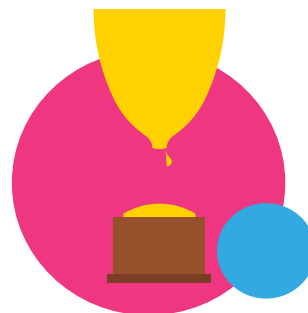
People and Wellbeing Team

Team Player of the Year

Richard Bilton, Laura Batson and Grace Porter

Making College Life Great

Daniel Smith



Congratulations to all of the staff for receiving their awards.

Since its inception...

East Coast College has awarded Honorary Patrons to those individuals who it is considered would be distinguished ambassadors for the college, due to their work and support of the local community that the college serves.

In 2022, East Coast College presented Henry Cator OBE and Hugh Crossley, the 4th Baron Somerleyton, as Honorary Patrons in recognition of their tremendous contribution to the local area.

Henry Cator Deputy Lieutenant High Steward of Great Yarmouth

- having taken up office in October 2013 and previously serving as High Sheriff of Norfolk for 2012-13. Henry is Chairman of the Royal Agricultural Society of England and Chairman of the Trustees for the Norwich Cathedral Trust, where he successfully led the campaign to raise £12.3m for the building of the new Refectory and Hostry buildings at Norwich Cathedral. He was awarded an OBE in Her Majesty the late Queen's 2008 Birthday Honour's list for his services to the Community in Norfolk.

Hugh Crossley, Deputy Lieutenant of Suffolk

- is the owner of the Somerleyton estate. He is a regenerative farmer, rewilder and conservationist, and a founder and trustee of the WildEast Foundation, a charity committed to making a decisive impact to nature and conservation across East Anglia. Before taking over responsibility for the estate, Hugh led a varied career in London, including the launch of Dish Dash, an Anglo Arab fast food restaurant chain inspired by his love of the Middle

Why We Love East Coast College

“I love Team ECC because of the daily commitment to always be better, and do better, for our students. Our teams are caring, innovative and work together brilliantly.”

“I am proud to lead and work as part of college teams who are always supportive of each other, go that extra mile for the good of the students and do it all with a smile on their face and a spring in their step.”

“I am really proud to work with a team that are incredibly student focused and driven by the desire to want the best for the young people we work with: advocating for those that need extra support to complete their courses and to help explore options for progression and the relationships built with the wider college to make this possible.”

“Observing how team members work together to support students who need help to do their best or keeping themselves safe is humbling. The care and skill taken by each person involved changes lives and I feel proud to work alongside a team who make this impact.”



“Working at ECC is challenging for all. Students are challenged to learn, grow and advance, staff are challenged to innovate, inspire and adapt, and being a part of this journey makes us all part of the future.”

“I love East Coast College because of the inspirational, dedicated, talented people, all of which want to make a difference for our students, our staff and our local community.”



“I love working for East Coast College because I get to be part of an amazing group of people. Everyone look out for each other, cares for each other’s wellbeing and we all help to continue to develop our skills and thrive together.”

“I love the fact students don’t always know what they want to do when they come to college, and staff spend a great deal of time nurturing them, providing links to employers, building their confidence, and working together as a whole to support them.”

“I love working at East Coast College because of how supportive my team are and how much I’ve learnt in such a short space of time.”

“I like working at East Coast College because every working day is different, and I get to meet new people.”

“I like working at the college because I get to be really creative in my role, I work with new and interesting people all the time that really care about their job and the students they teach.”



Financial Report

Income	2022 Actuals (£'000s)	2023 Forecast (£'000s)
Funding Body grants	19,078	27,695
Tuition fees and education contracts	4,358	2,320
Other Income	3,554	4,467
Total	26,990	34,482

Surplus	2022 Actuals (£'000s)	2023 Forecast (£'000s)
Surplus/ (loss) before other gains and losses	(1,938)	415
Gains/ losses on disposal of fixed assets	(45)	(4)
Surplus/ (loss) before tax	(1,983)	411
Actuarial gain / (loss) in respect of pension schemes	24,404	-
Total comprehensive income	22,421	411

The college has achieved ESFA financial health rating of 'Good'

Expenditure	2022 Actuals (£'000s)	2023 Forecast (£'000s)
Staff costs	18,374	19,087
Other operating expenses	7,682	10,279
Depreciation and amortisation	2,067	4,250
Interest and other finance costs	805	450
Total	28,928	34,066

Balance sheet group	2022 Actuals (£'000s)	2023 Forecast (£'000s)
Total fixed assets	53,364	52,383
Net current assets / (liabilities)	(3)	(731)
Total assets less current liabilities	53,361	51,652
Creditors - amounts falling due more than one year	(44,235)	(41,891)
Defined benefit obligations	-	-
Other provisions	(213)	(213)
Total net assets	8,913	9,548
Restricted reserves	192	243
Total unrestricted reserves	8,721	9,305
Total reserves	8,913	9,548

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 our 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 reviewing 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.



Developing student and staff ambassador roles and committees with group membership from teachers, support staff, and team leaders, chaired by a member of the Senior Leadership Group.



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 pledges 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 Chief Executive 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 and lesson starters in classrooms, specialist external organisations such as NSFT, Integrated Care Partnership – including local suicide prevention plan, UEA, Crime Commissioner, Norfolk Children's Services, East Suffolk Council Public Health and Youth Group – Climate.

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 Integrated Care Partnership, Norfolk and Suffolk Foundation Trust and 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. Local organisations support personal development sessions, covering a wide range of topics, including healthy relationships, careers management, staying safe online and in person.

Our mental health qualified staff

Erynn Burgess, Joanne Hawkins, Helen Gossens, Cathryn Cutter, Alexandra Trail, Marie Taylor, Charlotte Atkinson, Vanessa Hall, Niamh Freeman, Lisa Tyler, David Anderson, Lisa Gooch, Sophie Gillett, Eleanor Russell, Sonia Loveday, Melanie Tindsley, Jolanta Pimpicka, Rod Barker, Joleen Azevado, Karlie Waterer, Ruth Straughan, Peter Read, Ruth Bollinger, Brendon Pettit, Steven Cook, Gillian Woodard, Donna Harold, Kyle Rushmere, Paul Wakelin, Juwelz Gwyer, Richard Holmes, Ann Wall, Jolene Brown, Esin D'Amery, Lynsey Wright, Laura Precious, Stephen Carr, Nikki Lane, Coral Gibbs, Matt Dale, Catherine Cutter, and Savannah Bradley.

**Thank you for all your work
supporting staff and students**

Partnering with Our Community

Our students are supported by outstanding partnerships with specialist organisations and employers, that alongside the college teams, helps promote positive wellbeing and future career pathways. Organisations and hundreds of local and national employers attend events, run information stands, offer experiences of the workplace, run forums, and support students in person and online. Students have helped define and shape local health services, served as mental health ambassadors, given their time and energy to volunteering and social action and made a real difference in their community.

The college works with hundreds of partner organisations to provide support and opportunities. Thanks for supporting our college!



A few of our partners include...

- Terrence Higgins Trust
- Samaritans
- Ormiston Families
- MAP
- Mind
- Norfolk and Suffolk NHS Foundation Trust
- Matthew project
- Chat Health
- Great Yarmouth Borough Council Locality Group
- Norfolk and Suffolk Police
- Turning Point
- Solace Partnerships
- Men's Shed
- Access Community Trust
- Feathers Futures



GoodForMeGoodForFE

Across 2022/23, staff and students donated 3,373 items, raised nearly £5,000 and took part in over 12,315 social hours as part of the GoodForMeGoodForFE campaign. This was an increase of 71% in hours given to support our community from 2021/22 .



Progression and Employment students organised a networking event in Great Yarmouth, **bringing together 12 local charities**. Students and the public were able to meet local charities and learn about voluntary opportunities. Students served refreshments and greeted guests.

Staff ran the Race for Life
– raising **£3,000** for Cancer Research UK.



The People Team visited Acle Academy to carry out mock interviews for year 11 students as part of a recruitment day.



We offered **hair and beauty treatments** for school students to help them feel **relaxed and positive**, increasing their wellbeing.

400 food tins were donated to the local foodbank.



GOOD FOR ME
GOOD FOR FE

Foundation and Progression students **planted 50 hazel trees**, dug vegetable patches and **planted 250 tree saplings** at Ringsfield Hall.

Sports students coached young people to help with physical wellbeing and self-esteem.



Engineers created a **bubble machine** for students with sensory needs at Warren School.

Students offered **face painting** for children at **Pleasurewood Hills** during **Halloween**.



A collaboration of students from both the Great Yarmouth and Lowestoft campuses worked together to prepare, cook and serve a traditional **festive lunch for 65 people** at Wangford Community

Foundation and Progression students **supported the James Paget University Hospital Veterans' Coffee Morning**. They made teas and coffees, helped serve food and **chatted with the veterans**.

We volunteered at Topcats to **support young people with special needs and disabilities**, and at Samaritans to support people in a mental health crisis.

Working with Our Schools

The college engaged with its feeder primary and secondary schools across more than 80 events and visits to support prospective students with their choices. Promoting choice, career pathways, and supporting transition is an approach embraced throughout the college. This has included the schools Liaison Coordinator, Marketing, Curriculum, Careers, SEND and Wellbeing teams hosting activities, offering bespoke support and visiting schools.

They included:

- Subject presentations and assemblies for Year 9 to 11 students
- Interview practice and CV workshops
- Inspiring pupils at higher education and apprenticeship events
- Focussed sessions including STEM
- County careers events
- Parents and carers sessions for Years 7 to 13
- Linking up employers and school class groups
- Being active members of county professional careers groups, working alongside a wide network of schools, further education and private training provider colleagues
- Working closely with New Anglia Local Enterprise Partnership (NALEP) to maximise opportunity and links with events aimed at schools



“Our schools are vital partners in supporting transition, giving advice and gathering information. Thank you!”



Examples of our work include:

- Delivering masterclasses in Forensic Science, Hair and Beauty, Politics, Criminology and Psychology in weekly sessions at Benjamin Britten Academy.
- The Careers team delivering a workshop on writing a CV/personal statement as part of Acle Academy's careers fair.
- Transition visits and tours for schools supporting pupils with special educational needs and disabilities.
- Two work experience taster sessions for Year 10 students at Sir John Leman High School.
- Post -16 events for pupils, parents and carers across 20 feeder schools including Lynn Grove Academy, Pakefield Academy, Caister Academy, Ormiston Denes, Ormiston Venture, Acle Academy and Hobart High.
- Delivering Welding, Sports and Uniformed Public Services taster sessions at SET Beccles as part of their careers week.
- Attending an Apprenticeship Fair at Sir John Leman High School and delivering apprenticeship work experience sessions at Pakefield Academy and Benjamin Britten Academy.
- Delivering taster sessions in health, creative, welding and sport as part of Great Yarmouth Primary Academy's careers week.
- Providing a Maths in Careers talk at Ormiston Venture Academy.

Interviews:

- Feedback from school applicants showed that 98% found out everything they wanted to know about their course during their interview.
- 100% said they found their interviewer approachable and friendly.




Voices from the East - Leading Academic Research

In May, East Coast College hosted Voices from the East, a practitioner led conference talking about educational research and its importance in further education. The college invited a range of very inspiring guest speakers from places such as the University of Wolverhampton and the University College London Institute of Education, as well as hearing from staff researchers at the college.







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 all.



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