

ANNUAL REVIEW

≡ 2024



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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 Principal and CEO



It is with great pleasure that I present our annual report for 2023/24. Once again our college has excelled through teamwork and working to our values. We have come together to do some amazing work and can all be proud of the year we have had.

The student experience we have delivered this year has been excellent, including more educational trips and visits to enrich the learning experience, hundreds of hours of volunteering through the Good For ME Good For FE initiative, increased work

experience for students providing invaluable insights into careers, an improvement in how we engage with employers to develop our curriculum, a significant increase in the number of entries and success in World Skills and good performance related to achievement rates and positive progression.

We have also brought on some new, exciting and important curriculum, including the Apollo Project supporting the health sector, Multiply to support adults with numeracy and Bootcamps helping adults who are employed or seeking employment to upskill - all with some incredible stories of success.

Our college estate continues to grow and improve, with work progressing on the new campus and The Place in Great Yarmouth; the opening of the Civil Engineering Centre in Lound; the development of a new Adult Learning Centre and redevelopment of The Tower building in Lowestoft.

Our strong financial performance has enabled us to not only invest in our estate but also our staff through improved pay and tailored professional learning for colleagues across the organisation. As always, we recognise that we cannot deliver outstanding student experience without our people and I thank all of them for their efforts and going that extra mile.

As we look to next year, we will have a focus on continuing to improve student experience, developing inclusive opportunities such as increasing participation in learning for adults and growing our work with employers and our communities.

I hope you enjoy reading this annual review as much as I have and, once again, I offer my thanks to our students, staff, employers, communities and stakeholders with whom we partner and celebrate our shared success.

Paul Padda
Principal and CEO

A handwritten signature in black ink, appearing to read 'Paul Padda', written over a light blue horizontal line.

Message from the Corporation

With the year drawing to a close, I would like to thank you all for your work and contributions to making our college the amazing place it is to work and learn.

We are excited about our new leadership. The Board and I congratulate Paul on becoming our Principal and CEO and look forward

to working with him to develop our college. We are aspirational for our students and this year we have seen them travel all around the world, thanks to Turing funding, take part in a Leadership Academy with Unloc, masterclasses and visits, all of which have helped enhance our offer and inspire our students. We thank our staff for organising these opportunities and our students for their engagement with them.

Next year we will see further campus development including the opening of The Place in Great Yarmouth, commencement of the Great Yarmouth campus re-build and, in Lowestoft, the start of the Tower Block re-development as well as an Adult Learning Centre, all of which will provide a great learning and working environment.

Have a lovely summer and we look forward to an exciting and inspiring new year!



David Blake
Chair

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

Our Senior Leadership Team 2024



Paul Padda

Principal and Chief Executive



Julia Bates

Deputy Principal, Curriculum
Development and Partnerships



Ann Wall

Director of People and
Wellbeing



Kerry Payne

Sixth Form Principal and Assistant
Principal Higher Education



Tom Roberts

Assistant Principal Further
Education



Wendy Stanger

Director of Governance

Urmila Rasan

Deputy Chief Executive



Ruth Harrison

Interim Deputy Principal



Rachel Bunn

Director for Commercial
Projects and Community



Holly Chase

Assistant Principal Further
Education



Paula Ottaway

Assistant Principal, Student
Support and SEND



Our Governance Team 2024



Principal and CEO

Paul Padda

Chair

David Blake

Vice Chair

Kirk Lower

Vice Chair Community

Tina Ellis OBE

Director of Governance

Wendy Stanger

Staff Governors

Katie Alexander
Madeleine Moretta

Student Governors

Tia Beresford
Logan-Jaimes Gravells

Senior Independent Director

Rob Evans

Chair Finance and General Purposes

Ian Lomax

Chair ECETA

Tina Ellis

Chair Quality and Standards

Kirk Lower

Chair People

Jude Owens

Chair Audit

Giles Kerkham

Chair Curriculum Growth and Development

Peter Lavender

Chair Estates

Mike Dowdall

Independent Governors

The Board also includes the following independent Governors:

Theresa Sharman,
Joe Rahman, Rachel Kirk,
Graham Evans and Dame
Vicki Paterson

Committees are supported by Associate Governors:

Amy Rust, Peter Blackburn
and Alan Debenham

“Thank you to all of the Governance Team for their voluntary help and advice in the development of our college and to our Director of Governance, Wendy Stanger, for her support and advice.”

- David Blake, Chair

visit: <https://www.eastcoast.ac.uk/corporation-governors/>



Developing our Curriculum

Creating an innovative curriculum and enhancing participation

Our goals include:

- 3,000 16 to 18-year-olds with at least 10% studying on T Levels.
- More than 150 high-needs students were recruited and supported annually and developed partnerships to increase supported internship.
- Develop commercial training turnover to £3m per year.
- Increase adult student participation to improve students' work readiness.



Our progress so far:



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 offered £1.2 million in 2023/24.



Growth of our T Level 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 and civil engineering, through 16-week courses to equip adults with the skills needed for the modern workforce.

Delivering Student Success, Progression and Wellbeing

Becoming the best college regionally

Our goals include:

- Achievement rates in the top quartile for all aspects of our provision.
- At least 95% of students are 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:



95% of students said they received good teaching highlighted through the 2023/24 end-of-year survey.



Over 24,000 social action hours logged, 11,445 food bank and baby bank items donated and £10,688 raised as part of the college's participation in the Good For ME Good For FE campaign.



70 students from six different subjects travelled across the globe as part of the Turing Scheme for educational trips to destinations including Vietnam and New Zealand.



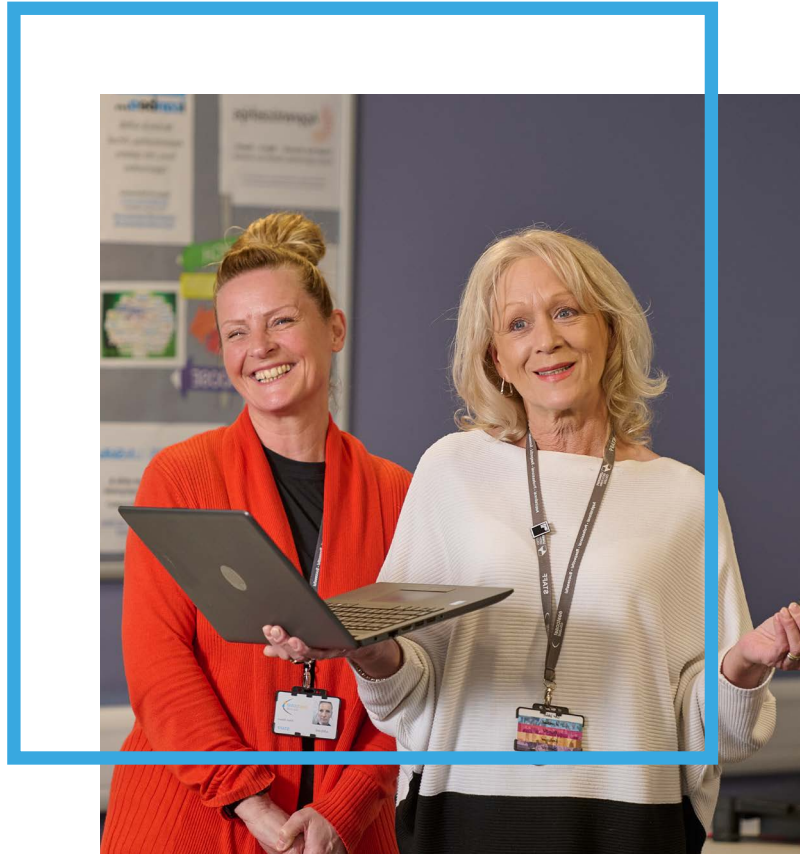
95% of students said they feel safe at college, highlighted through the 2023/24 end-of-year survey.

Supporting our People

Increasing staff satisfaction, fulfilment and performance

Our goals include:

- Demonstrate high levels of staff satisfaction by improving our retention numbers and increasing the number of internal movers to support and 'grow our own' talent.
- Improve our benefits and rewards programme to provide a comprehensive package that is reviewed annually to make provision for the cost of living increase and ensure our staff are supported and feel valued.



Our progress so far:



87% of staff would recommend working here.



Launched two new Employee Assistance Programmes, including a free online GP service for our employees and access to free counselling.



91% of staff are happy to work here.



Increased the bottom of the lecturer scale to £33,100.

Improving our Business

Inspiring and supporting our staff and students by investing to improve our facilities and technology

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 a 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.
- 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 start in summer 2024, offering new state-of-the-art facilities for students and our community.



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



Achieved a 'Good' financial health rating in 2019/20, 2020/21, 2021/22, 2022/23 and 2023/24.



Implemented recycling initiatives for college waste.

Our Community and Successes

July 2023



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 students.

August 2023



East Coast College had a visit from East Suffolk and Lowestoft Councils, beginning a partnership to advocate for the area by developing our sites to provide the best learning experiences for students.

September 2023



We hosted a launch event for our new EVolve Training Academy for hybrid and electric vehicles. Those who attended were able to learn about the specialist courses on offer, supported by leading automotive companies.

October 2023



Students from the class of 2023 celebrated their graduation at Great Yarmouth Minster, surrounded by family, friends, proud teachers and local dignitaries.

November 2023



East Coast College hosted a STEM event for local primary and high schools, where pupils had the opportunity to get involved in a wide range of activities supported by local companies.

December 2023



Childcare students were crowned the winners of a brand-new college sustainability project, taking their ideas into the community to encourage young people to be more environmentally friendly.

Our Community and Successes

January 2024



Fifteen student participants were selected to attend our new Engineering Skills Bootcamp in which fourteen local businesses supported and provided site visits, masterclasses and interviews.

February 2024



The Turing Scheme allowed our Childcare students to travel to New Zealand for a two-week educational trip where they visited the Kirikiri kindergarten and learned how history and culture impacted the curriculum.

March 2024



Our Deputy CEO, Urmila Rasan, represented East Coast College during a special reception to celebrate Skills Education at No.10 Downing Street.

April 2024



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 2024



The plans for the multi-million-pound redevelopment of East Coast College's Great Yarmouth campus were approved by Great Yarmouth Borough Council.

June 2024



Our Health and Social Care students travelled to Hungary to learn about their health and social care system, thanks to the Turing Scheme.

Developments for the Future



The Place University Centre

East Coast College is continuing work as a leading partner in the opening of The Place, a new library and university centre in Great Yarmouth town centre.

The £17m centre, which is being developed in the former Palmers building, aims to upskill the people of Great Yarmouth and beyond by providing the opportunity to gain a degree qualification on their doorstep, as well as access to higher education and adult learning courses.

A topping out event was held in April to mark a key milestone in building work with the first section of the roof complete. The event also provided an opportunity to see how the ambitious regeneration project is progressing, as well as to recognise the hard work of stakeholders and the construction team. Work is on track for completion in the first half of 2025.

Paul Padda, Principal and CEO said: "East Coast College is excited to be delivering a wide range of educational disciplines to further the aspirations of all our current and future students. We very much look forward to seeing our students excel in their chosen vocations and securing high-quality jobs in the community."

"It is wonderful to see organisations coming together at The Place to create something as inspirational as this for the good of the community."

The project is being funded via £8.1m from the Government's Town Deal, with a further £3.4m from the Future High Streets Fund. East Coast College and the University of Suffolk are contributing £3.5m and Norfolk County Council £2m.



Great Yarmouth Campus Rebuild Project

Plans for the multi-million-pound redevelopment of East Coast College's Great Yarmouth campus were approved by planners in May.

The college is one of 16 across England benefiting from the government's £1.5bn FE Capital Transformation Fund to renovate its campus in Suffolk Road to create a modern, state-of-the-art college equipped with a mock hospital ward, digital suites, a hair and beauty salon run by the college's students, a new gym and sports facilities, a lecture hall, a training kitchen and restaurants.

The application was approved by Great Yarmouth Borough Council following the submission by contractors Kier and the Department for Education. The plans include the development of a new part two, part three storey building, including incorporation and extension of the college's existing sports hall.

Following planning approval, construction work will begin in the summer 2024 with the creation of a new reception entrance and temporary staff parking area, ahead of the main construction work starting in August to develop the new college building, car park and landscaping. We aim to open the new campus by the start of the 2026 academic year.

Urmila Rasan, Deputy CEO at East Coast College, said: "We are extremely excited for the first phase of work to begin this summer on what promises to be a fantastic asset for the community in Great Yarmouth and beyond."

"Our new college will provide a state-of-the-art, enhanced learning environment which is equipped with industry-standard facilities. It will be the perfect place in which to study, accommodating school leavers, apprentices and adult students to develop their talents and take a step towards their dream careers."

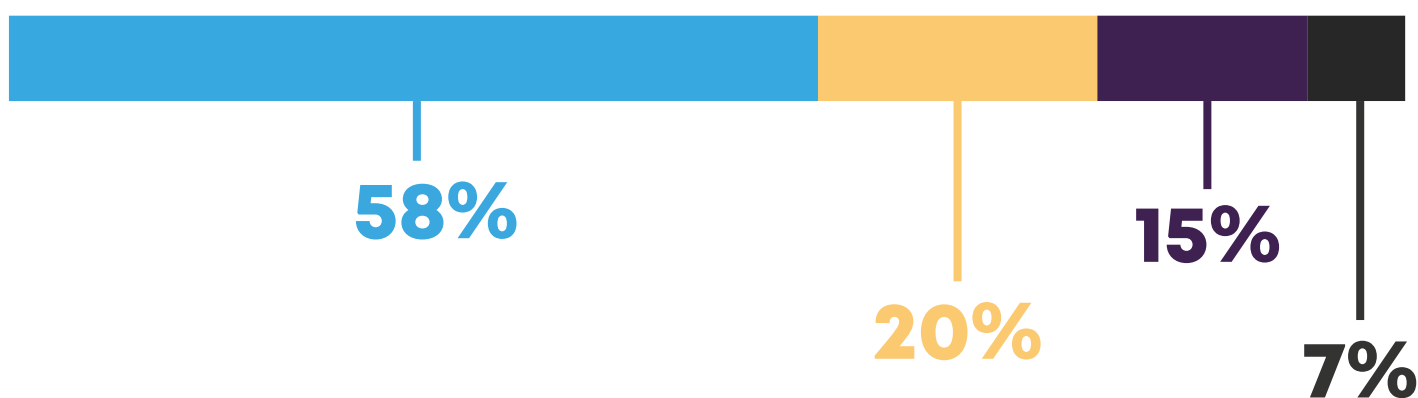
"We have undertaken careful planning to ensure disruption to students, staff and people living in the surrounding area is kept to an absolute minimum while the development takes place, with access to the site coordinated to limit the impact on neighbours and the wider community. We will ensure everyone involved is kept up-to-date on our progress as we develop this fantastic community facility."

The new campus has been designed to be low-carbon in operation and will provide a host of new amenities for students and the wider community to enjoy. The FE Capital Transformation Fund was first launched in September 2020 to rebuild and transform college estates and create modern, fit-for-purpose spaces that meet the needs of students and the local community.

Our Students



A total of **4,704 students**
studied with East Coast College in 2023/24



■ **2,726**

16-18 full-time students

■ **941**

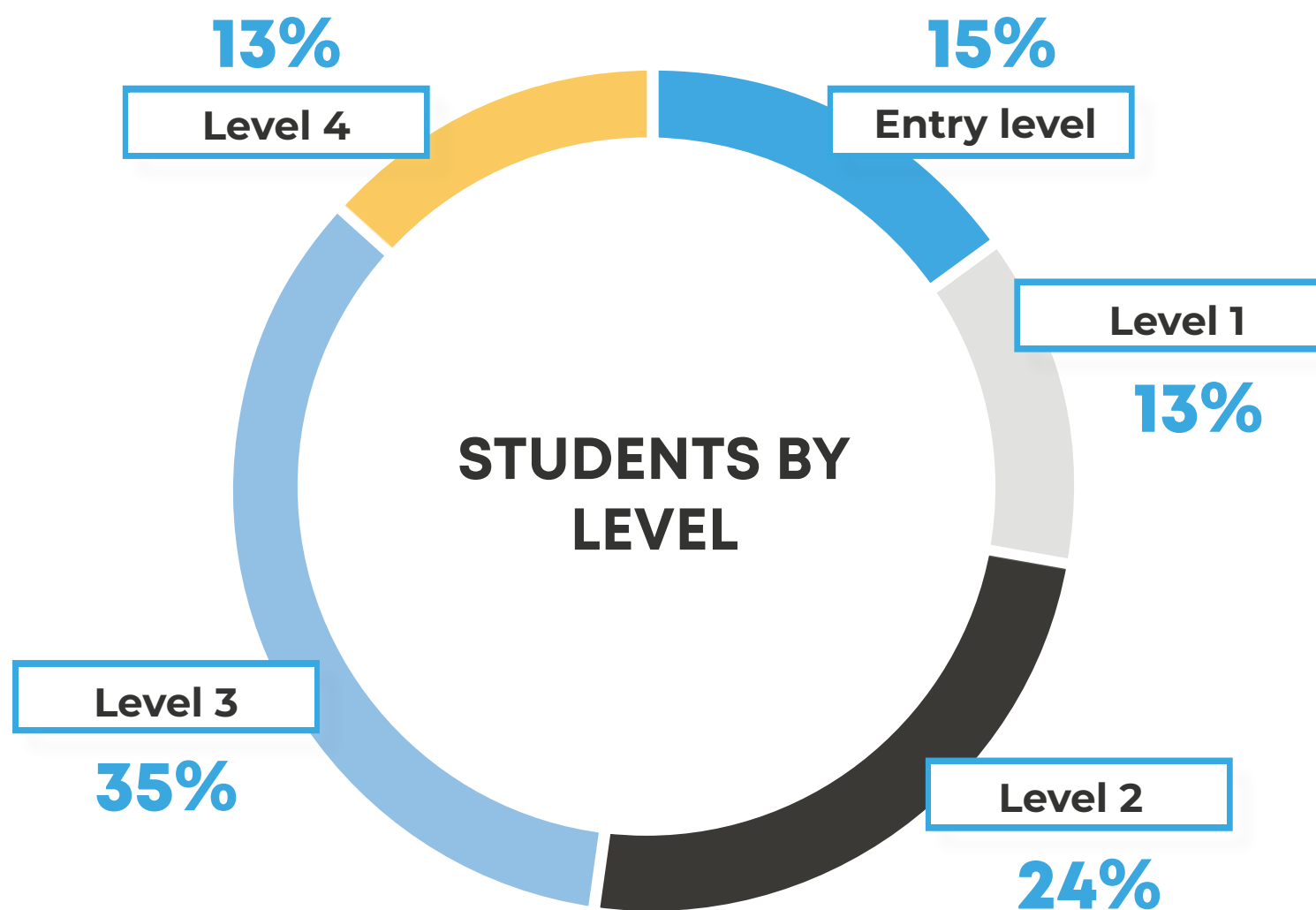
Adult students

■ **690**

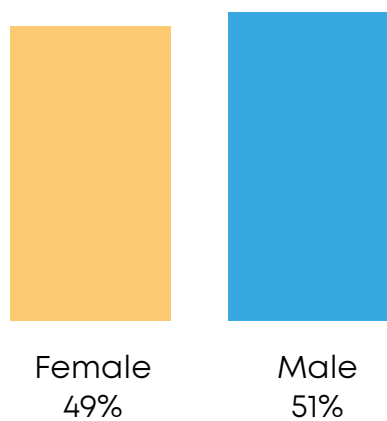
Apprentices

■ **347**

Degree students



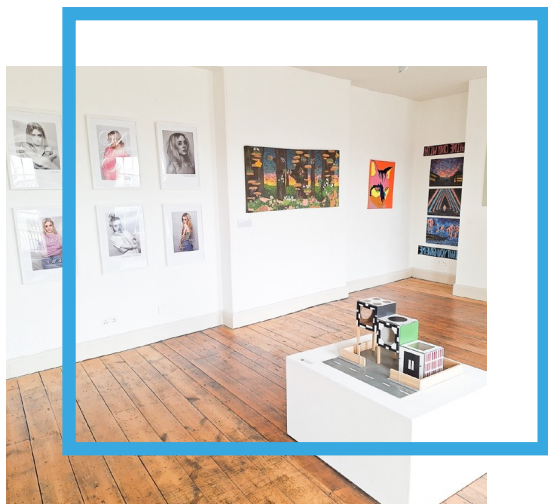
Gender



Disability



Our Curriculum Achievements



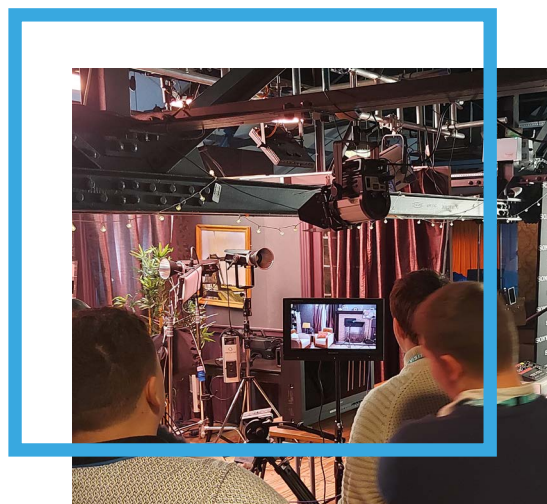
Art and Design

Our Art and Design students had some of their amazing work exhibited in the Yare Gallery as part of the Great Yarmouth Arts Festival.

The gallery hosted a private view of the artwork, which was then opened to the public.

Digital Design

Digital Design students visited the Sony training centre at Pinewood Studios. They were shown around the film sets and got hands-on with the latest Sony cinema cameras and Virtual Production set at the facility. They were inspired by seeing the latest technology in action and where blockbuster films are made.



Performing Arts

Our Performing Arts students travelled to London to visit the V&A Museum, as well as the Science and Natural History Museums, as research for their projects. The group visited the Re:imaging Musicals exhibit, a display that celebrates the world of musical theatre, exploring the evolution and craftsmanship of iconic musicals such as Miss Saigon and My Fair Lady.



Creative Media

Our Creative Media students worked on a live project with the Time and Tide Museum and visited artist Tracy Satchwill. First-year students created collages and second-year students recorded footage for a short documentary. The project was an opportunity for students to gain real-world experience working with a professional artist and the staff at the museum.

Fashion and Textiles

Diane Self led a workshop exploring natural dyes for our Fashion students. Diane's experience covers both the practical and designing aspects of fashion, as well as the retail side of the business. Students explored the creative colour potential of avocado skins, pomegranates, coffee and rusty iron. The workshop also touched on ethical aspects of the fashion industry - natural dyeing is environmentally friendly in contrast to synthetic dyes which have a big impact on the environment.



Hospitality and Catering

Our Level 3 Professional Cookery students travelled into central London to dine at City Social, a Michelin-star restaurant. The visit provided an inspirational experience to kick-start the thoughts of those going into the industry this year.

The executive chef gave the group an informative and inspirational tour of the kitchens.

Our Curriculum Achievements

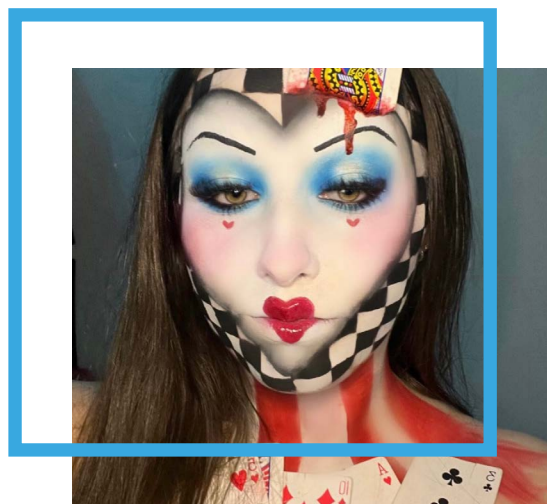


Beauty Therapy

Our Level 2 Beauty students had an inspiring session from Capelli, a local hair and beauty supplier. Students learnt about the importance of “you” and how they are the ones responsible for their own futures. Students also learnt the differences between pricing structures (professional and retail), VAT and commission.

Media Make-Up

Level 3 Media Makeup student, Ruby Smith, achieved the top spot in the prestigious Kryolan creative Halloween competition. Ruby’s exceptional skills mesmerised the judges, earning her not only recognition but also a prize voucher and a coveted workshop at Langley Court, London. Ruby showcased her attention to detail and innovative approach which set her apart from the competition.



Hairdressing

Students, tutors and key employers had the chance to watch live demonstrations and participate in cutting workshops with one of the UK’s most talented celebrity hair stylists, Andrew Barton. Andrew starred in his own TV show and now enjoys sharing his skills and knowledge to help current and upcoming hair stylists.



Travel and Tourism

Our Travel and Tourism students spent two weeks in Ho Chi Minh in Vietnam to support their studies. They volunteered in a soup kitchen, visited the Mekong Delta, Can Gio Eco Park, Vung Tau Beach Resort, the Black Virgin Mountains and the Cu Chi tunnels. This trip was made possible thanks to Turing Scheme funding, which means it was fully-funded for all students.

Animal Care

Our Animal Care students visited South Africa as part of the Turing Scheme, staying at the Umphafa Private Nature Reserve where they gained first-hand experience working in wildlife and conservation, alongside the reserve staff and rangers, completing animal and reserve monitoring. They were also able to experience the culture by visiting the local school.



Childcare

Our Childcare students had the opportunity to travel to New Zealand for a two-week educational trip where they could explore the Te Whariki approach to early childhood. On their trip, the students were able to learn about New Zealand's culture whilst visiting Kirikiri kindergarten. Not only were students able to learn about how traditions affected the curriculum in New Zealand, but they were able to make unforgettable memories, all thanks to the Turing Scheme.

Our Curriculum Achievements



Business

Our BTEC Business students received a visit from Hope, a Universal Banker from HSBC, as part of their finance module. This interactive session supported financial literacy, exploring a range of banking products, healthy credit scores, budgeting and online safety.

Brickwork

Our Level 2 Brickwork students took part in site visits with Morgan Sindall, a partnership that also led to a number of students undertaking work placements, some of which have successfully secured full-time jobs. Brickwork students and apprentices also showcased their skills in competitions, with one student achieving second place in the regional Guild of Bricklayers senior section.



Engineering

Our ECITB Level 2 Engineering students participated in the SNS Conference at the Norfolk Showground. This provided our students with an opportunity to meet influential members of the oil, gas and renewables sector within the Southern North Sea Sector.

Students delivered a presentation about the course they are taking, what they have achieved so far and what they would like to do in the future. The group had full access to the conference, allowing them to tour the stands and speak to engineering companies, in order to better their career prospects.



Automotive

Our Level 3 Automotive students travelled to Germany as part of The Turing Scheme.

The students visited the Volkswagen Transparent Factory, Stiftung Automuseum, Porsche Museum and the Mercedes Museum, learning about the history of the models and seeing all the vehicles on display. They were also able to visit the Jewish Holocaust Memorial to learn about the impact of the Second World War.

Welding and Fabrication

Welding students visited Alicat Work Boats Marine, designers and builders of high-speed aluminum catamarans. They were able to board the 'North Star' Hybrid Daughter Craft which was being prepared for an interior fit-out and electrical installation. Students were invited to submit their CVs for future apprenticeship opportunities.



Painting and Decorating

The Painting and Decorating team continued to build on their good links with the industry, with students benefiting from talks and demonstrations from Valspar and Tesa Tapes. The team also travelled with our Level 2 students to the NEC for the Painting and Decorating Show. Those students completed an extensive work experience project by decorating the new Bricklaying, Carpentry and Joinery areas at the new Lound Civil Engineering campus.

Our Curriculum Achievements

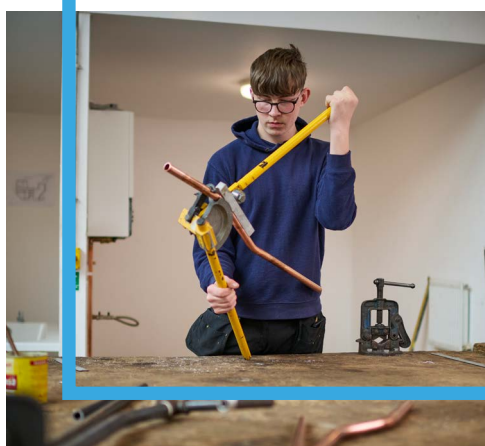


Carpentry and Joinery

The Carpentry and Joinery students have taken part in community projects such as making bird and bat boxes for a local conservation charity. Students were also involved in assisting in other areas within the college including building the set for Lowestoft Sixth Form's 'Les Mis' production, working with the Animal Care team to construct animal enclosures and constructing a new lectern for awards ceremonies and speeches.

Electrical Installation

Staff have built good relationships with local employers which have led to suppliers donating equipment and demonstrating some of the latest products related to the electrical installation sector. These relationships have also benefited several full-time students gaining apprenticeships with local companies. One of these companies, Pharos Marine, employed five full-time students as apprentices last year and is looking to recruit additional apprentices in the future.



Plumbing

Plumbing students benefited from industry talks with both Anglian Water and Essex and Suffolk Water to learn more about the industry. Alongside these talks, job roles and employment opportunities were highlighted for students to consider.



Policing and Uniformed Services

Our Policing students visited the Combined Law Courts in Norwich to support their learning. They were shown around the Magistrate's Court as well as the Crown Court and were given significant information from the lead ushers. Students were given the opportunity to give the oath in the witness box and to question magistrates on their work.

Sport

Our students enjoyed a visit from Norwich City Community Sports Foundation, who provided them with the opportunity to play a five-a-side football tournament. The college works closely with Norwich City Football Club and their Community Sports Foundation who run our Sports Coaching and Development Level 3 course, as well as our Pass Programme.



English and Maths

This year has seen the largest-ever cohort of students enrolled on English and Maths. Our team saw some excellent successes in the November resits including several students who achieved a Grade 4 or above in both GCSE Maths and GCSE English. The team are hoping to continue this success in August when the summer GCSE results will be released.

Our Functional Skills results were positive too with many in-year progressions taking place where students worked extremely hard to achieve more than one level within the academic year. Tutors have been working closely to support students and focusing on making those all-important marginal gains and closing gaps in knowledge, not just to help them pass their exams but to ensure they are empowered with the essential skills required for real-world application, employment and further education.

Our Curriculum Achievements

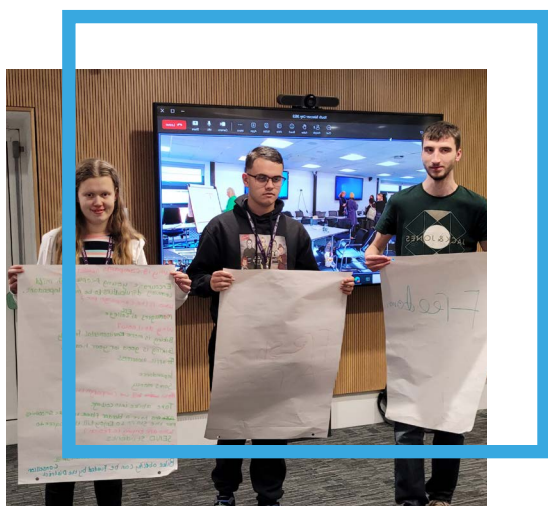


Applied Psychology, Law and Criminology

Our Psychology, Law and Criminology students immersed themselves in the captivating history of witch trials at the Tolhouse Gaol in Great Yarmouth. Through dynamic re-enactments, students reflected on the criteria for being labelled a witch, which they took back to their classroom studies.

Health and Social Care

Our Health and Social Care students travelled to Budapest as part of the Turing Scheme to learn about the health care and social care systems for both adults and young people by visiting hospitals, schools and other relevant settings. They explored the city and visited Peto University and Nursing home, SEN Kindergarten and a drug rehabilitation centre to learn about the programme.



Foundation and Progression

Our Foundation and Progression students joined other local schools in the council chamber at East Suffolk Council to develop a campaign for causes they were passionate about, aiming to bring positive changes to our community.



ESOL

This year ESOL students had the opportunity to participate in a consultation for the redevelopment of the Time and Tide Museum. The students had the opportunity to express their views and opinions on how the museum could be more inclusive and open to the community. As part of this project, they were invited to visit the museum and familiarise themselves with the history of the area where they currently live.

Project Search

Project Search (our Supported Internship Programme) has continued to go from strength to strength in 2023/24. Students have completed placements in both the James Paget University Hospital and our new host employer, Great Yarmouth Borough Council. Students complete three placements throughout the year, designed to develop their employability skills and gain valuable experience in a real work setting. As a result, within seven months, over 40% of the cohort have succeeded in gaining sustainable employment with the host employer. All students have shown real progress, dedication and hard work in preparation for paid jobs.



Access to Higher Education

The Access team has continued to provide successful programmes to a large number of mature students in a variety of subjects. The progression from these courses are excellent with 90% of Access students this year obtaining a place at university, with the remaining students entering apprenticeships or employment. Some students, after completing Science Access courses, received highly sought-after places on Dentistry degree courses. The team are also offering new courses in Business and Creative Industries from September.

Our Curriculum Achievements



Maritime

Our Maritime class of 2024 officially graduated. We welcomed guest speaker Captain Khairul, former Maritime and Coastguard Agency Principal Marine Surveyor and former Principal Examiner of Masters and Mates, who shared his knowledge and experiences with the group and some words of inspiration our graduates could take into their future careers.



Apprenticeships

The college secured 192 learner apprenticeships during the 2023/24 academic year and across all apprenticeship placements worked with over 800 local and national employers. During the previous year, the college's apprenticeship pass rate sat 2% above the national average at 99.2%. The Business Development Team showcased the many apprenticeship opportunities on offer at the college during six open events, as well as attending the Lowestoft Job Centre fair, networking events, Norfolk Apprenticeship events and the Lowestoft and Waveney Business Awards.

Our Curriculum Achievements



Commercial Training

The Commercial Training team have seen continuous growth in areas such as emergency response and bespoke training packages, and the Energy Skills Centre has continued to support the offshore wind and maritime sectors with existing and bespoke training needs.

The team have delivered training worth over £945,000 and trained over 1,000 individuals, with 99.5% of delegates satisfied with their learning experience.

The college was also supported to develop a wide range of resources in green, digital and soft skills through the Local Skills Improvement Fund. This included the development of a range of VR software and technologies within the engineering and construction sectors. The fund also supported the upskilling of teaching staff and the ability to shape new training courses for employers and the community.



Our Curriculum Achievements



Higher Education

69% of our Bachelor degree students gained a 1st or 2:1 – maintaining our position nationally.

54% of our Foundation degree students gained a Distinction or Merit – maintaining an upward trend

Institutional Review

A successful institutional review was completed with the University of Suffolk and the college was approved to deliver higher education courses for another five years. The reviewers praised the college's:

- Commitment to reach the local community, widen participation and transform lives.
- Development of close links with industry and the drive towards professional recognition.
- Commitment to the on-boarding and support of students to prepare them for a successful learning journey.
- Development of outstanding facilities to enable high quality learning to take place.
- Desire to further develop and enhance the strategic partnership through shared curriculum development, knowledge and understanding.

Tutors continue to be praised by external examiners for the quality of support, teaching and learning which has resulted in students producing high-quality work.

National Student Survey

The college achieved a very strong performance, scoring above the national average in six of the seven categories, and performing better than all local providers in numerous areas.

Approval of new and amended courses for September 2024

BA (Hons) Maritime Management
FdA Additional Support Needs
BA (Hons) Leadership and Management
FdA Early Years and Childhood Studies
BA (Hons) Early Years and Childhood Studies
(Progression Route)
FdA Visual Effects and Post-Production
BA (Hons) Visual Effects and Post-Production
(Progression Route)

Engineering

The higher education Engineering team have become an accredited provider of the Energy Institute and had a successful approval event in June 2024, enabling them to offer degree apprenticeships up to Level 6.



Lowestoft Sixth Form College

Lowestoft Sixth Form students celebrated their A Level and BTEC results in August 2023. There was particular success in STEM subjects with 91% of A Level students achieving A*-B grades in Physics and 75% achieving A*-B grades in Further Maths.

Staff taught the cohort with dedication and expertise to help unlock student potential. The 2023 students progressed onto fantastic destinations including a range of high-quality apprenticeship and degree programmes.



Fast forward to 2024 and Lowestoft Sixth Form students have, once again, secured standout destinations. A wide range of degree courses and degree apprenticeships have been secured including:

- BSc Nautical Sciences (Fleetwood University)
- BSc Natural Sciences (Solvent University)
- AAT apprenticeship (Lovewell Blake)
- National Gas Bacton, degree apprenticeship (University of Birmingham)
- War Studies and History (Kings College London)
- Ocean Science (University of Plymouth)
- Football Coaching and Management with (University Campus of Football Business)
- Aerospace Engineering (University of Sheffield and University of Manchester)
- English Literature and Language (University of Oxford)
- English (Kings College London)
- Sociology (Nottingham University)
- Social Work, Adult Nursing, Midwifery, Children and Young People's Nursing and Paramedic Science (University of East Anglia and Derby University)
- Animation at the (University of West England in Bristol)
- Creative Writing and Drama (Bath Spa University)
- Fine Art at (Liverpool Hope University)

The array of educational trips, visits and enrichment activities that the sixth form has provided, has supported students to grow in confidence, challenge themselves and aspire to progress. Educational trips in particular have played a huge part in the students' experiences at Lowestoft Sixth Form enhancing the learning environment. In 2023/24, over 50 trips and residential visits took place across the country and internationally, providing students with opportunities to boost their knowledge and experience. Some of these trips included: History and Politics to Auschwitz in Poland, Greencoat Capital paid internships in London for Business and Economics, Philosophy Ethics Cup successes at St Andrews University in Scotland, Sports trips to Manchester, Criminology students visiting Shrewsbury Prison and Law students visiting the Royal Courts of Justice and the Old Bailey in London.

Community Learning

Since 2015, the college has worked closely with the voluntary community, social enterprise sector and employers across Norfolk and Suffolk to design and deliver new employment and skills-focused projects.

These partnerships have led to various social and economic impacts, helping people and communities in Norfolk and Suffolk develop and grow. This network of projects has supported more than 5,000 people in gaining the confidence and skills needed to move into work and progress.

During 2023 and 2024, this work continued as the Adults Skills and Project department team delivered the Apollo and Multiply Project. By supporting people to develop their skills and to move into employment within the health and social care sector, the last 12 months have seen the Apollo Project support people of all ages, as well as businesses of all sizes, progress and unlock their potential.

By working with several local employers and stakeholders, the Multiply project has collaborated with various groups to support Great Yarmouth-based residents in developing the skills they need to gain employment and climb the career ladder.

‘Thank you very much. It was such a wonderful learning experience’

- Care Start participants.



East Coast College Community Impact since 2017:



1,073 people, with complex barriers to work, gained employment after receiving job coaching and employment support



1,713 participants moved into education or training to gain a qualification after receiving support



5,263 people have engaged in employment and skills programmes

Our Support Teams



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

Marketing and School Liaison - Our Marketing and School Liaison Team delivered three successful open days (one at each campus), welcoming over 1,100 individual students along with their parents and carers. They also organised the college student awards, degree graduation ceremony and a series of student taster and parent information events to promote the college offering. In addition, the team and School Liaison Coordinator delivered more than 80 events for feeder primary and high schools including taster days, presentations, workshops and work experience sessions.

People and Wellbeing - Our People and Wellbeing Team worked to celebrate our staff through increased engagement initiatives such as welcome packs, retirement packs and service awards. Beyond this, they are working on continuously improving their service by implementing a new HR system, a new employee assistance programme, which includes a free online GP service, and investing in a new onboarding hub to improve the recruitment process.

Estates - Our Estates Team continued to support all departments across the college, resolving 6,244 helpdesk requests from 1st September 2023. The on-site laundry at the Great Yarmouth campus washed and dried 35,237 individual items of laundry. The team also changed the handling of waste, providing two bins for each room and using a new contractor. Since October 1st, none of the waste collected has gone to landfill and, of the 65.9 tonnes collected, 14.% has been directly recycled. This new waste initiative has also seen 896kg of food waste collected separately and used for energy production. The team are also in the process of swapping washroom paper products to non-bleached recycled products.

Student Finance - Our Student Finance Team supported over 1,800 students during the academic year including an increasing number of vulnerable students. They also supported Norfolk County Council to administer food vouchers to eligible students learning and living in Norfolk.

Learning Services - Our Learning Services Team had another busy year with the acquisition of new virtual reality technologies to allow students to experience learning in new ways. An academic skills service is being developed to work with classes and individuals, helping students make the best use of library resources and creating quality assessments. Our College Shops have been reviewing the stock they sell, looking for the most sustainable options whilst continuing to ensure students have access to quality resources at cost-effective prices.

MIS and Exams - Our MIS Team planned and executed the enrolment process to create a user-friendly experience for a large number of students 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 and parents/carers, helping to share their progress throughout the academic year, along with supporting internal and external stakeholders with business data.

Finance - In addition to improving the financial information provided to management, our Finance Team have implemented a new expense claim system to make the process quicker and easier for staff. They have also supported both staff and students with various trips and events enhancing the student experience.

Admissions and Reception - Our Admissions and Reception Team expanded the 'in-school interviews' for Year 11 applicants for study programmes across Lowestoft Sixth Form and East Coast College. A team of staff conducted interviews with over 800 applicants from November to March at our feeder schools. This was welcomed by the schools and provided a faster and more efficient response for prospective students. Following these interviews, the Admissions and Reception team supported teaching teams with information events to encourage parents and applicants to learn more about starting college in September.

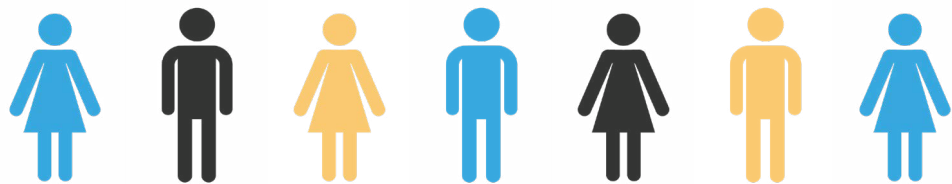
Student Services - Our Student Services Team worked collaboratively with teams both internally and externally to host a variety of events aimed at supporting students' understanding of positive mental health, higher educational pathways, apprenticeships, healthy relationships, employability and much more.

IT - Our IT Team have been working on updating the college T Level provision, installing new Apple Mac suites and supporting the refurbishment of areas on three floors of the Tower Block at Lowestoft. They have purchased and replaced 170 desktop computers and 230 laptops and will be replacing a further 230 motherboards, processors and RAM to upgrade desktops to much newer technology. The team also introduced Cyber Security Training through BoxPhish, which will help the college to support staff and students by giving them information on how to stay safe online.

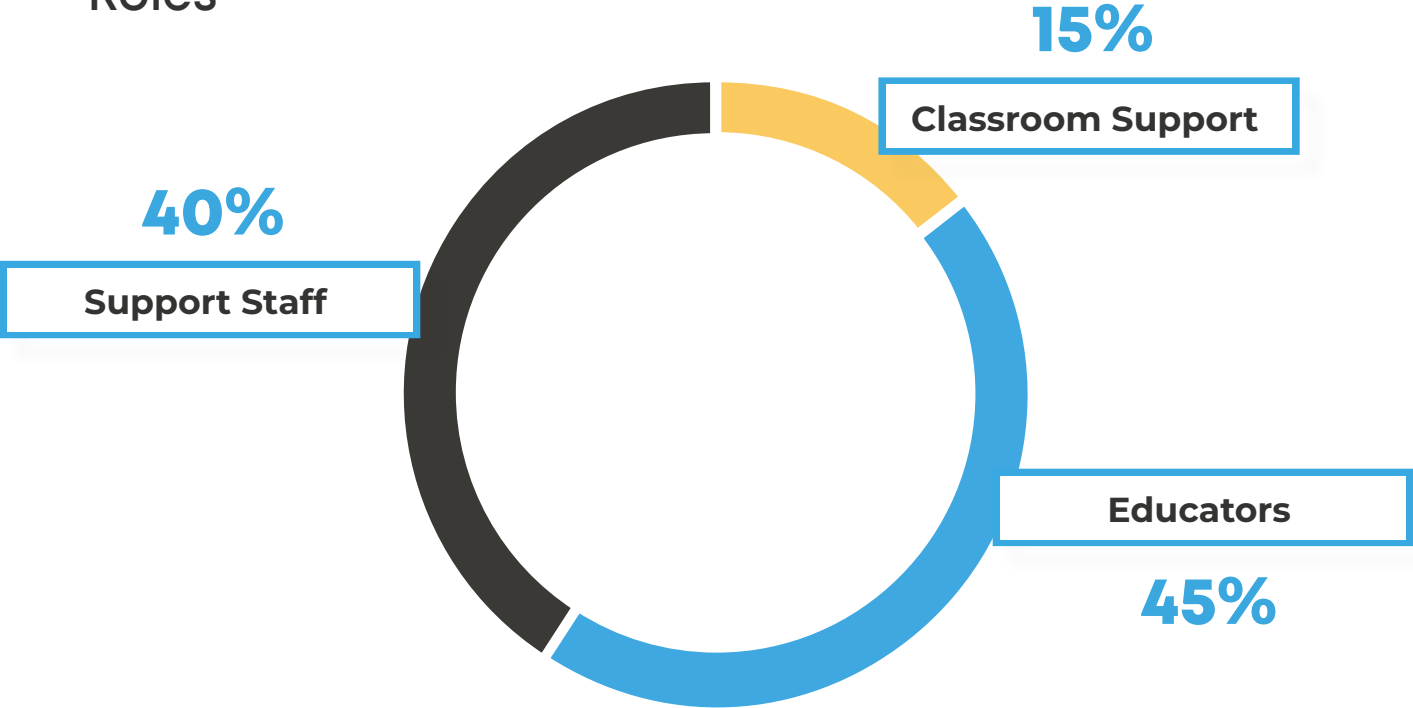
Catering - Our Catering Team have continued to support our ESOL students by providing an extensive selection of Halal menu choices, supporting college staff with canteen benefits to ease the cost-of-living challenge and a free birthday meal for students. The Eating House and The Core also regularly support local food banks. In addition they have provided work placements for students from Catering, Business, ESOL, Foundation and Progression and students from Ormiston Academy.

Our Staff

621 Employees



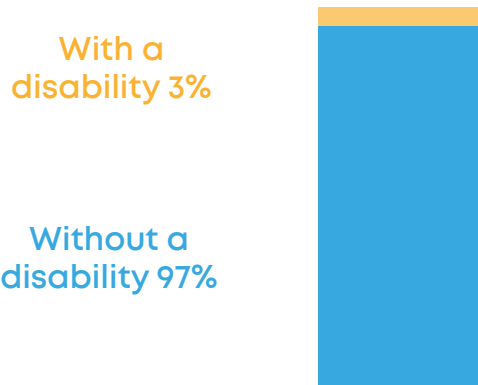
Roles



Gender



Disability



Our Staff

Welcoming new staff with information packs and an on-boarding programme.

Supporting our staff development with an investment of £200,000, including professional learning days and leadership programmes.

Celebrating our staff through the Annual Celebration Day, Academic Star of the Year evening and regular Star of the Week awards.

Supporting our staff with an employee assistance programme, 40 engagement ambassadors, a Staff Wellbeing Officer and Mental Health qualified staff.

87%

of staff would
recommend us as a
place to work

73%

staff survey
completion success
rate

91%

of staff are happy
to work here



Staff Awards

Our staff awards recognise colleagues, leaders and teams who have done an amazing job during the past year and represent the college's values.

Our Winners

The Grace Musson Values Ambassador Award

Lee Nevill

Leader of the Year

Madeleine Moretta

Teaching Excellence Award

Kimberley Bevan

Unsung Hero Award

Cherie Johnson

Sustainability Ambassador Award

Samantha Lee

Team of the Year

Advanced Teaching Practitioners and Teacher Training

Team Player of the Year

Siobhan Lewis

Team Community Champions

Fabrication and Welding

Support Superstar

Melissa Anderson



Congratulations to all staff who received awards!

Retiring Staff

Aileen Hunter

Student Achievement Mentor - Construction, 3 years

Richard Jewson

Facilities Officer, 11 years

Lesley Howes

Invigilator, 11 years

Judy Read

International Student Officer, 14 years

Maxine Seed

Facilities Administrator, 30 years

Cherie Johnson

Accounts Payable Administrator, 10w years

Unloc and East Coast College Leadership Academy



Students on the Unloc Academy heard from leaders about their leadership journeys and had sessions on areas such as leadership, public speaking, team building and campaigning, and worked together as an amazingly supportive team.

The culmination of the academy saw the students presenting their project to a live audience, including Further Education Commissioner, Shelagh Legrave, and the college's Vice Chair Community, Tina Ellis, before graduating from the programme.

Shelagh said: "It was so inspiring listening to the students' projects. They were all brilliant and a credit to East Coast College."

The projects included developing a youth group, buddy scheme, student newsletter, accommodation for our maritime students and a clothing brand. The college is working to develop these ideas further.

Student Feedback: "It's given me connections and a chance to share my ideas"

"Everyone made me believe I could do things I didn't think I could do. The Unloc staff made me feel wanted from start to finish and they were so supportive"

"The programme not only inspired me to take action, it has allowed me to facilitate the campaign that I've been thinking about since I joined"

The East Coast College Leadership Academy is free for all. Students or prospective students who want to develop their leadership potential can register their interest early for the next cohort kicking off in September 2024 by emailing Wendy Stanger, Director of Governance at w.stanger@eastcoast.ac.uk

Financial Report

Income	2022 Actuals (£'000s)	2023 Actuals (£'000s)	2024 Forecast (£'000s)
Funding Body Grants	19,078	21,926	24,001
Tuition fees and education contracts	4,358	5,153	4,899
Other grants and contracts	1,174	2,861	4,282
Other income	2,380	3,697	2,872
Investment income	-	151	375
Total	26,990	33,788	36,429

Surplus	2022 Actuals (£'000s)	2023 Actuals (£'000s)	2024 Forecast (£'000s)
Surplus / (loss) before other gains and losses	(1,938)	200	235
Gains/ losses on disposal of fixed assets	(45)	-	(6)
Surplus / (loss) before tax	(1,983)	200	229
Actuarial gain / (loss) in respect of pension schemes	24,404	215	-
Total comprehensive income	22,421	415	229

Expenditure	2022 Actuals (£'000s)	2023 Actuals (£'000s)	2024 Forecast (£'000s)
Staff costs	18,374	18,903	20,026
Other operating expenses	7,682	10,050	10,640
Depreciation and amortisation	2,067	4,181	5,079
Interest and other finance costs	805	454	450
Total	28,928	33,588	36,195

Balance sheet group	2022 Actuals (£'000s)	2023 Actuals (£'000s)	2024 Forecast (£'000s)
Total fixed assets	53,364	49,484	46,005
Net current assets / (liabilities)	(3)	216	1,164
Total assets less current liabilities	53,361	49,700	47,169
Creditors - amounts falling due more than one year	(44,235)	(40,146)	(37,386)
Defined benefit obligations	-	-	-
Other provisions	(213)	(175)	(175)
Total net assets	8,913	9,379	9,608
Restricted reserves	192	243	243
Total unrestricted reserves	8,721	9,136	9,608
Total reserves	8,913	9,379	9,608

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 2023, recognising the need to create an environment that promotes student and staff wellbeing and pledges our actions to proactively support this area.

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 Principal 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: the 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. We provide a calendar of wellbeing events and activities for both staff and students.

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 and de-escalation, 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. Please see the list below for our mental health trained staff.

In March 2024, East Coast College committed to be an Inclusive Excellence Leadership Organisation. The college has now signed up for stage two of the Inclusive Excellence Award. As part of this, unconscious bias/conscious inclusion training will be delivered to college managers.

We will review our related policies and procedures, review accessibility of our buildings, services and information materials, seek the views of our workforce, provide learning and development opportunities and develop a strategic action plan for equality, diversity and inclusion.

Our mental health qualified staff:

Niamh Freeman, Lisa Tyler, David Anderson, Lisa Gooch, Sophie Gillett, Lynsey Wright, Eleanor Russell, Sonia Loveday, Erynn Burgess, Joanne Hawkins, Helen Gossens, Cathryn Cutter, Alexandra Trail, Marie Taylor, Charlotte Atkinson, Vanessa Hall, Steven Cook, Gillian Woodard, Karlie Waterer, Donna Harold, Kyle Rushmere, Paul Wakelin, Jodi Edington, Janet Piehl, Austin Levett, Stewart Battrick, David Patterson, Alison Hall, Alison Haig, Nicola Hall, Louise Prendergast, Diane Manthorpe, Natasha Creasy, Sam Lee, Rebecca Emmett, Nicola Mellows, Lisa Head, Michelle Barnes, Lyndsey Willgress, Wendy Adkins, Victoria Penfold, Laura Goodman, Sabrina Clancy, Juwelz Gwyer, Richard Holmes, Ann Wall, Jolene Brown, Esin D'Amery, Stephen Carr and Mat Dale.

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

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 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.

Our actions will include...



Adopting recognised good practice relating to sustainable development across all of our operations and comply with all applicable legal requirements.



Developing and regularly reviewing sustainability targets against appropriate benchmarks.



Raising awareness of sustainability issues amongst students, staff and visitors through related curriculum and enrichment activities.



Building links with local industry partners who demonstrate and support sustainable practices to further support curriculum and work experience opportunities for students.



Maintaining effective waste management procedures that reduce the use of landfill through recycling opportunities.



Encouraging staff, students and partners to travel sustainably.



Following sustainable construction principles in all new building developments and refurbishments of existing buildings.



Developing student and staff ambassador roles alongside committees including teachers, support staff and team leaders, chaired by a member of the Senior Leadership Group.



Committing to the Association of Colleges' (AoC) development works within curriculum and wider areas.



Developing a Sustainability Guide with students and staff, to ensure that the college's progress towards meeting sustainability targets is made available.



Monitoring energy consumption.

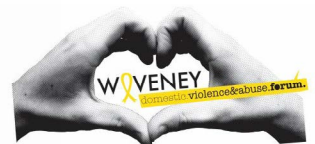
Partnering with our Community

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. Numerous organisations, local and national employers attend events, run information stands, offer workplace experiences, 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 a variety of partner organisations to provide support and opportunities. Thanks for supporting our college!

The community partners and local agencies we work with include:

- Trussell Food Bank
- Waveney Domestic Abuse Forum
- Turning Point
- The Junction
- Steam House Cafe
- Suffolk Young Carers
- Access Community Trust
- Time Norfolk



Good For ME Good For FE

Across 2023/24, staff and students donated more than 1090 items, raised £6,855 and took part in over 4,100 social hours as part of the Good For ME Good For FE campaign.

Project overall stats:

	Hours	Items	£ Raised
Total to date	24,037	11,445	£10,688



Staff supported community groups such as scout groups, rugby clubs, sign language groups and parent and toddler clubs in their spare time, as well as knitting hats for newborn babies at the local hospital.

In November, Progression to Employment students attended The Lawns residential home to deliver bingo sessions to residents. This included calling out numbers, supporting residents with their bingo cards and interacting with them to provide company. Some students served teas, coffees and snacks during the event.

Staff and students hosted a fundraising event in October for 'Wear it Pink' For Breast Cancer Now. Students made posters and bunting and sold items on a stall to raise money for the charity. They also created a large 'art attack' in the shape of the ribbon for breast cancer.

Our Level 3 Animal Management students took part in a beach clean in Great Yarmouth as part of an initiative by the Sea Life Centre. This also formed part of their sustainability project for their course, which aimed to foster a sense of responsibility, environmental stewardship and sustainability in our students.





The Grow and Mow Foundation students planted 100 trees at Gunton Woods Burial Grounds.

Our Foundation and Progression students supported a veteran coffee morning at the James Paget University Hospital, where they prepared lunch for the veterans and served teas and coffees.



Our Connect to Employability and Progression students helped to restore the Great Yarmouth Hippodrome Circus clown car! This was a purpose-built kit car built in the 1980s and was usually seen driving along the seafront.

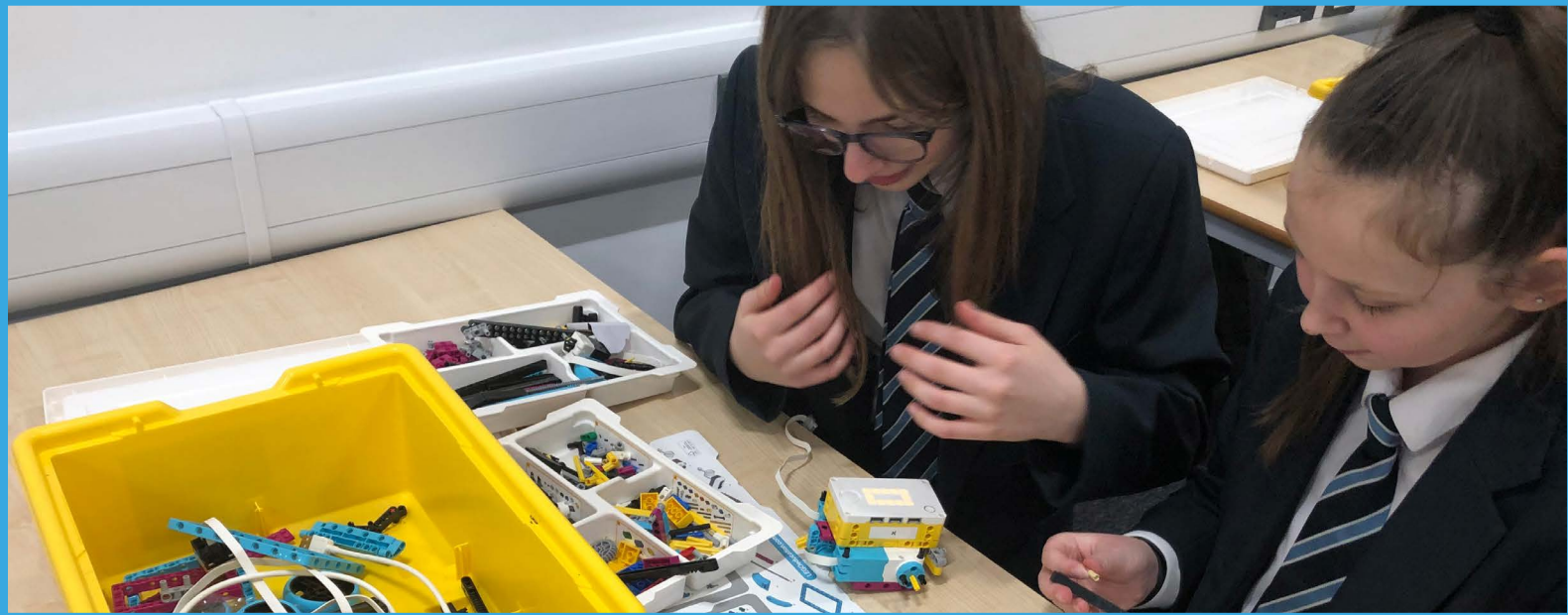
Green Health is a collaborative sustainability and wellbeing project between The Bread Kitchen and East Coast College Health and Social students in Great Yarmouth. This transformative volunteering initiative that brings together students aged 16-19 and other young people and adults facing unemployment, some of whom may have mental health and learning difficulties that act as a barrier. This programme centres around gardening activities aimed at cultivating physical, mental and emotional wellbeing. Through hands-on engagement in clearing land, constructing raised beds, planting seeds and nurturing plants, participants not only contributed to creating vibrant green spaces but also fostered a supportive and inclusive community.

Broads students raised £150 for Epilepsy Action by selling seeds, plants, flowers, seed bombs and seed tags. The money raised will help Epilepsy Action to expand their services and continue to help even more people living with epilepsy.



Project Search students supported the Royal British Legion Poppy Appeal. Students worked on rotation manning the stall and collecting donations for the appeal, completing the two weeks with an amazing total of over £5,000 for the charity!

Working with our Schools



The college engaged with its feeder primary and high 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 School Liaison Coordinator, Marketing, Curriculum, Careers, SEND and Wellbeing teams hosting activities, offering bespoke support and visiting schools.

They included:

- ▣ Subject presentations and assemblies for students from Years 7 to 11
- ▣ Subject taster sessions and experience days
- ▣ Inspiring pupils at higher education and apprenticeship events
- ▣ STEM focussed events and sessions
- ▣ College tours and masterclasses
- ▣ Parent and carers information events for Years 7 to 11
- ▣ Linking up employers and school groups
- ▣ Being active members of county professional careers groups, working alongside a wide network of schools, further education and private training provider colleagues

Examples of our work included:

- ▣ Delivering masterclasses in Forensic Science at Ormiston Denes Academy.
- ▣ 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 Sports, Motor Vehicle, Health, Childcare and Uniformed Services taster sessions at Caister Academy as part of their careers week.
- ▣ Providing Maths in Careers talks at Ormiston Venture Academy.
- ▣ Delivering activities as part of the annual STEM fair at Sir John Leman High School.
- ▣ Hosting breakfast information sessions for careers advisors and transition leads from feeder high schools to communicate our curriculum and support offer.

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





eastcoast
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.



LOWESTOFT
SIXTH FORM
COLLEGE

eastcoastenergy
TRAINING ACADEMY



eastcoast
APPRENTICESHIPS & TRAINING



eastcoast
MARITIMECOLLEGE

eastcoast
CIVIL ENGINEERING
& CONSTRUCTION



Great Yarmouth Campus,
Suffolk Road, Great Yarmouth,
Norfolk, NR31 0ED

Lowestoft Campus,
Rotterdam Road, Lowestoft,
Suffolk, NR32 2PJ

Lowestoft Sixth Form College,
Rotterdam Road, Lowestoft,
Suffolk, NR32 2PJ

