



# Public Value Statement

**BUILDING FUTURES C HANGING LIVES**

*We are committed to Equality and Diversity and to selection on merit. We welcome applications from all sections of society.*



# **BURNLEY COLLEGE : ‘Public Value Statement’, ‘Human Trafficking and Slavery Statement’ and General Information about the College**

## **College Priorities**

- 1 The agreed purpose of the College is:
- 2 ***“To build futures and to change lives”.***
- 3 To achieve this purpose, we recognise that we have to provide outstanding education while maintaining a secure financial position and positively contribute to the local and Lancashire economy.
- 4 The College is clear that at the heart of all of its plans, goals and successes, are local young people and adults, local businesses and the wider local community.
- 5 The current strategic objectives and goals are agreed on an annual basis at the summer Governing Board meeting.

## **Introduction**

- 6 Burnley College provides a key service and a local hub for Burnley and the surrounding area of Pennine Lancashire. It is characterised by a long-standing tradition of high standards and aspirations, a very orderly learning environment and a strong commitment to equally valuing all of its students and staff whilst actively combating slavery and human trafficking. The College is demonstrably high performing in terms of quality and effectiveness and with a strong culture of continuous improvement and effective management at all levels, there is a driven determination to go further.
- 7 The College, one of some 240 similar colleges nationally, is an independent corporation with exempt charity status and final authority lies with the Governing Board which is composed of highly committed local people drawn from the private, public and voluntary sectors including College staff and students.
- 8 All College provision is underpinned by clear and ambitious strategies to ensure that growth and quality are intrinsically linked.
- 9 The College is long established with origins in the mid-nineteenth century. Now it has a widely recognised central role:
  - as a successful modern sixth form centre
  - as a centre for university-level education,
  - as an avenue of opportunity for education and training for adults
  - as an agency of support for businesses
  - as a provider of high-quality Apprenticeships and Business Training
- 10 The College is based in the new campus on the edge of the town centre. At a total cost of £81m (in 2009), the campus was one of the largest and most ambitious developments of its kind in the country, delivered on time and within budget; it complemented at the time the newly built high schools in Burnley.

- 11 Since 2009 an Engineering Centre of Excellence, a University teaching block, a site joinery workshop, an industry standard Arts Centre and a Construction workshop have been built to accommodate College growth. The College is constantly planning ahead to accommodate future growth and align itself to the need of the community. A new teaching block and state of the art gymnasium to compliment the growing number of Elite Athletes who join the College will form part of the expanding campus.

### **Students and Programmes**

- 12 In In 2019/20 there were 3100 full time 16-18 year olds, over 2200 full time and part time adult students, some 800 full and part time higher education students, 1700 work based learners, largely on Apprenticeship programmes, and over 2000 employees of local firms on customised programmes. Additionally around 50 14-16 year olds attend vocational programmes from local schools.

### **Further Education Programmes**

- 13 Over half of the College's substantial sixth form cohort of 3100 full time students are on Advanced programmes which includes a substantial academic 'A' level programme of some 700 students. Over the last decade the College has proved increasingly attractive to school leavers and numbers have grown steadily. The College's curriculum range covers 13 of the 15 nationally recognised programme areas and there are substantial Advanced level programmes as well as ladders of progression to advanced programmes from Functional Skills and English for Speakers of Other Languages programmes. The College has been recognised as a Centre of Excellence for many years for Sport, Engineering and Health Services and in recent years has seen an expansion of its Apprenticeship programmes in line with industry needs. All College programmes give students the opportunity to build progression to university level qualifications in a variety of universities across the country as well as our own university on site at Princess Way.

### **University Programmes**

- 14 A significant university education programme, run in association with the College's partner universities, the University of Central Lancashire, University of Bolton and Buckinghamshire New University offers over 50 University education courses as part of its of its portfolio, both full time and part time, covering subject areas including Computing, Engineering, Education, Creative and Performing Arts, Construction, Health and Social Care, Law, Sociology, English, Criminology, Sport and Business Management studies. These subjects are offered through a range of Foundation Degrees, Higher National Certificates/Diplomas, Bachelor Degrees, Bachelor Top-up Degrees and Post-Graduate Certificates.

### **Themis Programmes**

- 15 The College is recognised as a Centre of Excellence for many areas and in recent years has seen a further expansion of its Work Based Advanced Apprenticeship programmes and higher apprenticeship programmes.

- 16 The College has an ambitious, broad and balanced curriculum offer that aims to work closely with all local employers to provide a workforce for the future by developing learners holistically to ensure they have the knowledge, skills and behaviours needed to successfully progress into the workplace. Local area information is used to effectively ensure that the portfolio of provision at the College meets the needs of both the local community and local industry both now and in the future.

## **Standards and Quality**

- 17 The College maintains very high standards and is determined to take every opportunity to improve them further. OFSTED's full inspection in March 2009 concluded the College is Outstanding in all aspects. The report dated May 2009 is considered to be one of the strongest published in that round of inspections.
- 18 Following on from the OFSTED report, the College was awarded Beacon Status in recognition of its outstanding quality and in recognition of the College's contribution to sharing its best practice within the sector, was the winner of the association of Colleges Student Performer of the Year 2020 and inspirational Student of the Year 2020, shortlisted for the Lancashire Business View Employer of the Year 2018 and 2019; National Training Awards finalists for the FE Lecturer of the Year 2020 and Digital Innovator of the Year 2020.
- 19 Achievement and success rates are very high. GCE 'A2' level pass rates were at 100% in 2020 and both high grades (A-C) and top grades (A-B) were at a high standard. Advanced Vocational pass rates are also at 100% with very high proportions of high grades. Pre-Advanced achievement rates have been very high over this period and are now at 100% with high proportions of high grades. University pass rates exceed 90% year on year. Success rates for apprentices have improved strongly and timely success is substantially above the national rates. Overall achievement is 94% with a pass rate of 98.1%.
- 20 Student progression is excellent. Each year approximately 500 students continue to university education and 66% of students on pre-advanced programmes progress internally to a higher level programme.
- 21 In 2015, the comprehensive Higher Education Review by the Quality Assurance Agency judged the higher education programmes to be of a high standard with a number of areas of good practice. The College has earned a prestigious Silver standard in the Teaching Excellence Framework awards in recognition of its high-quality University-level teaching which is centered around its industry expertise and the close links it has forged with top employers across the region. The Silver accolade, judged by an independent panel of education experts, students and employers, places the college on the same TEF ranking as top Universities and Colleges across the UK.
- 22 The greatest value is placed on high quality teaching and learning. To provide a framework for good practice the College has developed and embedded a Teaching and Learning Model. It has created a well equipped Teaching Innovation Centre as a basis for extensive induction for teachers and support staff new to the College and for on-going in-service development for all of its staff. This induction also covers safeguarding, health and safety, prevent and modern slavery. Measured teaching standards have continued to rise with 86% judged to be good or better with 26% of teachers achieving outstanding grades in the 2019/20 external review.

- 23 There are extensive quality assurance arrangements that are based on rigorous analysis of externally benchmarked data including students' views. The inclusion in the quality assurance arrangements of the College's support areas underlines the value placed on the support area teams in contributing to the students' experience and the College's success.
- 24 College students are encouraged to enter for many national and regional competitions and awards with many of our students going on to win awards in their specific categories. There are a number of examples of College students progressing to represent the College at international events over the past decade.
- 25 The College has an embedded commitment to equality of opportunity. Ofsted in 2009 stated that "Equality and Diversity permeates the College and is promoted well". A safe, calm and secure learning environment is at the heart of the College's commitment to its students and staff and permeates all activity. This environment has been recognised and received many positive comments from Inspectors and visitors to the College. The College has made a specific commitment to environmental sustainability and has an active Working Group effectively driving forward the agenda.

## **Staffing and Finance**

- 26 The College is a top ten employer in the Burnley area with almost 600 full time and part time employees. Many of our staff live in the local and surrounding area and bring a real positive contribution to local prosperity and the local economy. Being at the edge of the town centre, both students and staff are encouraged to buy local and so contribute to an increasing prosperity for local businesses and the Borough Councils of Burnley and Pendle. Our procurement approach for goods and services is based on quality and best value for money whilst also taking account of our social responsibility which include procuring goods and services from local suppliers who are committed to the practices conforming to the Modern Slavery Act 2015. Staff enjoy good public sector benefits with, for instance, a generous final salary pension scheme.
- 27 The gross annual budget of the College is in the order of £30m and the financial health of the College is outstanding.
- 28 The College places great emphasis on long term commitment to the professional development and welfare of all of its staff. Members of staff are supported on a wide range of in-house and external programmes up to and beyond degree level. There are innovative internal programmes for all groups of staff and three full days are set aside each year for whole College staff development activities. This was recognised as best practice when the College was awarded the AoC City & Guilds Award for Staff Development in Further Education. A supportive staff appraisal and review system is well established.
- 29 The College's internal organisation is based upon seven teaching divisions, a comprehensive Student Services function, and a range of strong business support functions.
- 30 Effective internal communications is a high priority. There is a comprehensive framework of active committees with broad staff representation. All members of staff are team based and all teams have regular, minuted meetings with full staff involvement. A team briefing system and whole staff meetings are structured to ensure all staff are well informed about current issues, understand the position of the College and can contribute to the College's goals.

## External Relationships

- 31 As a key local service, the College maintains extensive links. There are excellent relationships with local high schools within formal structures both on a Burnley basis and on a wider travel to learn area basis. Burnley has been an Associate College of the University of Central Lancashire for 40 years and this partnership continues to develop through a collaborative approach with many exciting developments in place for the future. The College also partners with the University of Bolton and Buckinghamshire New University, offering over 50 University courses.
- 32 There is a key relationship with Burnley Borough Council and the College contributes to local social and economic regeneration initiatives notably as an active member of the Local Strategic Partnership. There is close working with officers of the Education and Skills Funding Agency (ESFA), with Lancashire County Council, and with Local Enterprise Partnerships. There are also close relationships with a range of local voluntary and community sector organisations. There are wide ranging and active links and partnerships with employers across the local area and wider region and the College takes an active part in supporting other education providers in the local area.
- 33 The College recognises the importance of our local community. Many activities take place during the year to encourage the local community to take part and become involved in College life. Each year the College hosts a “Winter Wonderland” event where members of the public experience lots of activities, from skating on an ice rink to purchasing local produce from Christmas market stalls, as well as seeing at first hand the facilities and resources the College is able to offer. Additionally, the College hosts a community Science Festival which is well attended and well received.
- 34 As part of our University strategy; the College has also become a prominent venue in the town. Our Performance and Lecture Theatres have also hosted East Lancashire Awards events, school and college debating competitions and consultation events on behalf of the Borough Council.
- 35 Community groups are also able to make use of and hire our excellent facilities such as our 3G soccer pitch. Our staff and students take part in charitable work and support staff have a planned programme of activity that will support our links and relationships with the community. Fitness Evolution, launched in 2016, is a state of the art performance centre that provides excellent health and fitness facilities to all students, staff and the community, in a vibrant and inspirational environment.

## **Burnley College Slavery and Human Trafficking Statement**

### **Introduction**

36 This statement is made pursuant to Section 54 part 6 of the Modern Slavery Act 2015 and sets out the steps that Burnley College has taken to ensure that slavery and human trafficking are not taking place in our supply chains or in any part of our business.

### **Our Organisation's Structure**

37 Burnley College whose core business is further and higher education and apprenticeships, comprising eight academic divisions supported by professional services divisions, is located in Burnley, Lancashire and has approximately 8000 students and 600 staff. The College is supported by a centralised procurement and contracting function with transactional purchasing devolved to individual departments and service divisions.

### **Our Position on Slavery and Human Trafficking**

38 Burnley College is committed to acquiring goods and services for its use without causing harm to others. In doing so, Burnley College is committed to supporting the UK Government's approach to implementing the UN Guiding Principles on Business and Human Rights.

39 In implementing this approach Burnley College supports the Base Code of the Ethical Trading Initiative:

- Employment is freely chosen
- Freedom of association and the right to collective bargaining are respected
- Working conditions are safe and hygienic
- Child labour shall not be used
- Living wages are paid
- Working hours are not excessive
- No discrimination is practiced
- Regular employment is provided
- No harsh or inhumane treatment is allowed

### **Our Supply Chains**

40 Burnley College supply chains are managed under specific categories

- Classroom, Laboratory and workshop consumables and equipment
- ICT equipment and services
- Estates goods and services
- Professional services

41 Our assessment at this time is that the principal areas which carry material risks are office supplies, laboratory consumables, College kits and workwear clothing, ICT and AV equipment, and some estates services, such as cleaning, catering and security services.

## **Our Approach on Slavery and Human Trafficking**

42 We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our direct supply chain are reputable companies and in line with the Public Values Statement we source goods and services within our local community. This reflects our commitment to acting ethically and with integrity in knowing all our business relationships, and the implementation and enforcement of effective systems and controls to ensure slavery and human trafficking is not taking place in our supply chains.

### **What we are doing now**

43 Burnley College procurements follow one of two pathways: collaborative, through national FE purchasing consortia, or in-house tendering and contracting. Burnley College actively engages with its purchasing consortia to support the inclusion of ethical sustainability, including addressing slavery and human trafficking, in their procurement programmes. Burnley College in-house tendering and contracting processes include some prequalification clauses which address the Living Wage.

44 We use the DEFRA Prioritisation tool and the Responsible Procurement Code as tools to assess the risks and to monitor progress with mitigation.

### **What we are going to do in the Future**

45 As part of this reporting exercise in this and the coming years, Burnley College expresses its commitment to better understand its supply chains and working towards greater transparency and responsibility towards people working on them. Our standard terms and conditions will have clauses covering modern slavery and human trafficking.

46 For contracts that we have awarded we will identify those supply chains which represent a medium to high risk of modern slavery, human trafficking, forced and bonded labour, and labour rights violations. We will record this assessment of risk using the DEFRA Prioritisation tool and the Responsible Procurement Code, and working with our suppliers will more closely monitor this supply chains that have been identified as a potential risk and take appropriate action as necessary. We envisage identifying such action in collaboration with our purchasing consortium partners and with appropriate NGOs.

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