

Inspire Education Group

ANNUAL REPORT

2021 - 2022



Inspire
Education Group

*Peterborough and Stamford,
Thriving Together*

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BOARD OF GOVERNORS



Chair
Ian Jackson



Vice-Chair
David Pennell



CEO of Inspire Education Group
Rachel Nicholls

External Governors

- Rod Allerton
- Martin Ballard
- Vincent Brittain
- Dean Duffield
- Professor Sir. Les Ebdon
- Mark Haydon

- Tony Keeling
- Dr. Mary Kiernan
- Angie Morris
- Jonathan Teesdale
- Paul Wingfield
- Fathima Keegan
- Pam Vaughan
- Faustina Yang

- Qun Yang
- Jennifer Brassington
(co-opted committee member only)

Staff Governors

- Steve Saffhill
- Anthony Warner



Inspire Education Group

OUR VALUES

Financial security and performance targets remain critical in these challenging times and we recognise the importance of outstanding leadership and management at all levels of our group. However, it is our underlying values that give our group heart; they reflect the nature of our work, how we operate and our personality. Our corporate values are a key part of who we are.

I	Innovative	We are enterprising, responsive and adaptable
N	Nurturing	We are supportive, caring and friendly
S	Sustainable	We deliver strong finances that support reinvestment and environmental gains
P	Passionate	We are ambitious, inspirational and aspirational
I	Inclusive	We provide opportunities for all, respecting and celebrating the diverse communities we serve
R	Respectful	We promote high standards through a culture of challenge, support and professionalism
E	Excellent	We always deliver the very best that we can

OUR VISION AND MISSION

VISION

“To be the first choice provider of education and training in our region”

MISSION

“To transform lives through inspirational education and training”

MESSAGE FROM THE CEO

We are delighted to share with you Inspire Education Group’s Annual Report 2021/22 which illustrates the successful role of our college group as an anchor institution and key contributor to the social and economic prosperity, growth and aspiration of our locale.



Following two years of planning and collaboration, Inspire Education Group (IEG) was formed in August 2020 from the merger of Peterborough Regional College and New College Stamford.

Despite the ongoing real terms cuts to funding, the group posted a surplus and met the Education and Skills Funding Agency (ESFA) threshold for ‘good’ financial health. Our surpluses enable us to invest in buildings and resources to ensure we deliver the best possible learning experience for our students. It also ensures the group remains well-placed to meet future challenges as the further education sector engages with continuing funding, curriculum and assessment reform.

As a new college group we continue to build our reputation and secure our place in Lincolnshire and Cambridgeshire. We value the opportunity to contribute to a wealth of local projects and initiatives as an active partner with key stakeholders, for example; Cambridge and Peterborough Combined Authority, Greater Lincolnshire Local Enterprise Partnership, Peterborough Towns Fund, Peterborough Citizens, Peterborough Positive, Chamber of Commerce Stamford Town Council and local charities such as Mindspace, Second Helpings and Evergreen Care Trust.

As a group we have a strong focus on environmental sustainability, recognised through the achievement of the Investors in the Environment Green Award 2021 and the prestigious international Green Apple Award for Environmental Practice in Education and Training. We are proud to be a member of the Peterborough Climate Change Partnership through which we actively promote the green agenda and support local businesses to develop their environmental awareness and carbon reduction plans. In April 2021, we published our first ever Streamlined Energy and Carbon Reduction Report, setting benchmarks for Peterborough, Stamford and the group against which we will measure our progress towards aspirational net zero and carbon reduction targets.

Despite the challenges inherent in any merger project, and the exceptional disruptions of Covid-19, our Annual Report shows that we have maintained our focus on high standards and responsiveness and the continued development of high quality learning and training opportunities for students and employers.

Throughout 2021/22 both campuses performed strongly, delivering an excellent learning experience for our students and achieving further improvement in educational achievements.

During the year we completed the planned extension to our campus at Borderville, sponsored by the Greater Lincolnshire LEP. This major capital project enabled us to create six new classrooms and a sports laboratory.



We also completed a further LEP-sponsored building project, the creation of a new Construction Centre at Stamford which provides additional workshops and teaching spaces to meet the needs of this rapidly growing curriculum area. Plans are also advancing for a new Centre for Green Technology at Peterborough which we hope to begin building in 2023.

Our commercial ventures (MOT Training Centre, APT Limited, Stamford Gas Training) experienced a downturn resulting from Covid restrictions but have bounced back strongly since re-opening. These businesses are an important part of our plans to extend our services to employers and the local community in response to local skills needs. Apprenticeships are another area of group activity that has resurged post-Covid, and we are delighted to have seen further growth in our higher education provision through University Centre Peterborough with a cohort of nearly 800 students enrolling in September 2022, our best ever year.

As our Annual Report shows, Inspire Education Group is very well placed to meet the challenges ahead. We are proud of our record which is testament to the hard work and commitment of all of our staff and students, and we hope you enjoy reading our annual report.



Rachel Nicholls
CEO of Inspire Education Group

MESSAGE FROM THE CHAIR OF CORPORATION

On behalf of the Board of Governors, I am delighted to present to you the first Annual Report of our newly created college group, IEG. This has been a tumultuous first year, with the extraordinary twin challenges of the post-merger phase coupled with Covid restrictions. It is testament to the strength of the group, its dedicated staff and committed students, that we have weathered this difficult period and emerged stronger than ever.



Our Corporation membership has been revitalised throughout and since merger and the group benefits from an exceptionally strong Board of Governors with extensive experience in commercial business,

education and curriculum leadership, law, human resources, finance and audit, and the voluntary and community sectors. Our role is to challenge and support the IEG leadership team in equal measure, and through this to ensure IEG continues to go from strength to strength.

The Board sets the Vision, Mission and Values of the group. Our Mission is “to transform lives through inspirational education and training”. Through our community of 9,200 further education students, 797 higher education students and 1,248 apprenticeships – together with over 1,000 business customers – I am proud to say that we continue to meet our Mission year on year.

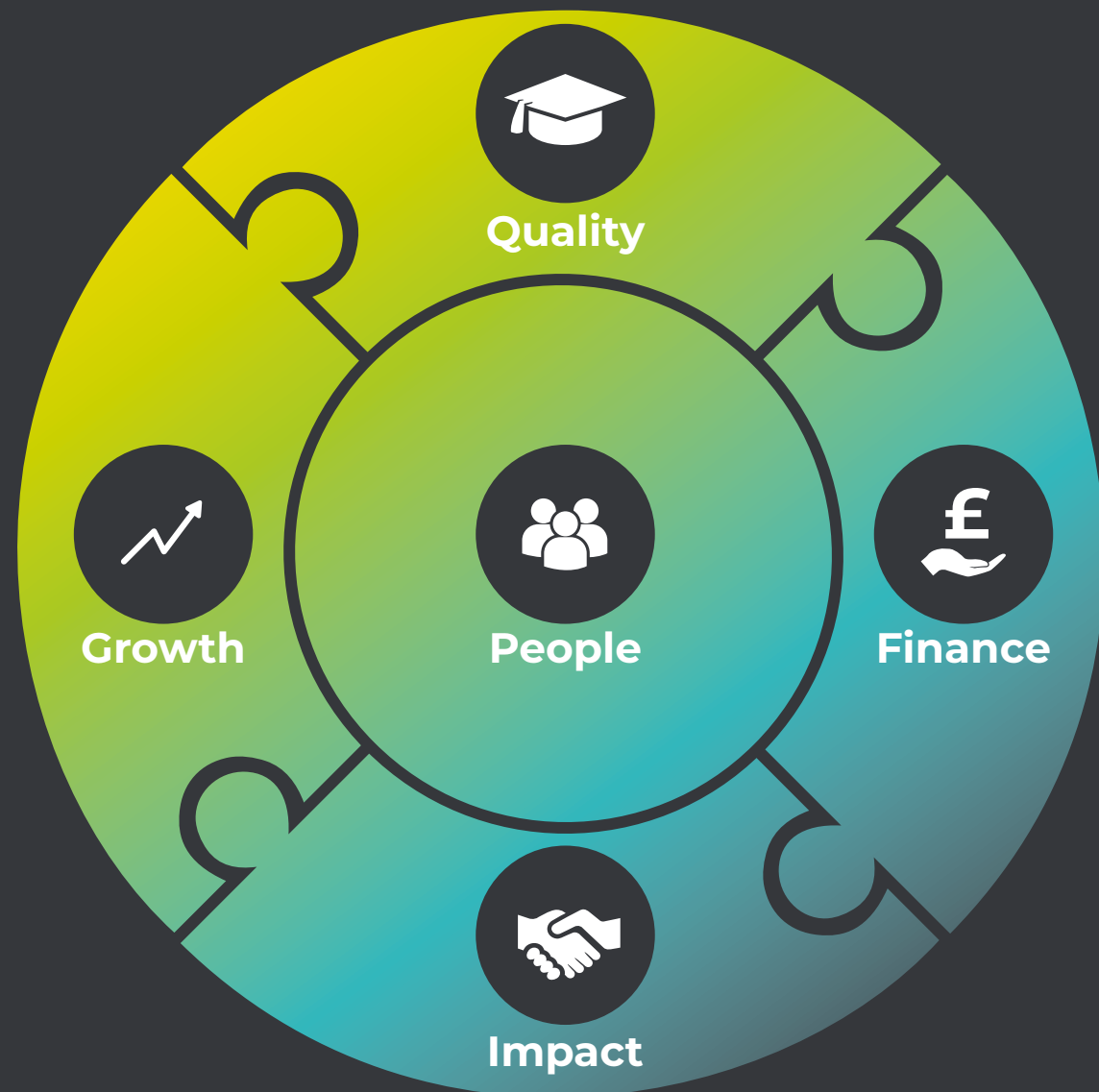
We are securing our place in Cambridgeshire and Lincolnshire as the first choice provider, delivering excellent education and training and achieving recognition as an outstanding college group.

We will continue to develop inspirational learning opportunities across our two campuses, responding to growth in the city of Peterborough and the rural catchment of Stamford and the surrounding towns and villages. We are meeting the demographic uptrend in young learners by maintaining a broad, inclusive and high quality curriculum offer in both key locations and improving access to and participation in higher education. We are working with key stakeholders to tailor our provision to local skills needs and develop opportunities for upskilling, retraining, personal progression and business growth.

This is an exciting time for Inspire Education Group and the Board will continue to support our ambitious and forward-looking leadership team to make a demonstrable contribution to the diverse communities we serve.

Ian Jackson
Chair of Corporation

STRATEGIC OBJECTIVES: OUR PROGRESS SO FAR



1 Strategic Objective 1: ACHIEVE EXCELLENCE

IEG have made continued progress in further improving quality and student outcomes. In September 2021, IEG had an Ofsted Monitoring visit as a newly merged college group. The feedback was exceptional and the group received 'significant progress' judgements in the four areas inspectors looked at. This demonstrated the significant progress and distance travelled by IEG, and we are looking forward to our first full inspection as a group, which is imminent.

Despite the challenges of 2021/22, overall achievement rates for the group show a three-year sustained increase. A Level performance continues to be at 98% or above and achievement rates in Basic Skills English and maths significantly exceeds the national averages.

Student destinations remain very positive, with over 95% of students achieving their goals for further study and employment, with strong internal student progression. Student satisfaction rates, are very good at both campuses and feedback through a variety of opportunities shows that students value the highly supportive learning environment at both Peterborough and Stamford.

A Level performance continues to be at **98%** or above.

Over **95%** of students achieved their goal for further study or employment.

2 Strategic Objective 2: FINANCIAL SUSTAINABILITY

Our financial performance remained strong in 2021/22, and IEG met the metrics for 'Good' financial health, as confirmed by the Education and Skills Funding Agency. The cash position of the group is strong, exceeding the ESFA target for cash days in hand.

In 2021/22 IEG invested over £5M in buildings, technologies and learning resources to support the development of student-based activities, and in the fabric of the buildings in which they learn. This investment was supported by capital grants in the region of £3M.

IEG retained a good financial performance in a year of continued uncertainty, and while some areas of the business made losses, the underlying operating performance particularly towards the end of 2021/22 was strong.

80 days of cash and cash equivalents in reserves.

£5M+ invested in buildings, technologies and learning resources.

3 Strategic Objective 3: VALUE OUR PEOPLE

'Value our People' is a key strategic aim and is central to the culture and ethos of IEG. We have continued to invest in staff development and CPD, allocating £150,000 per year. This includes the opportunity for staff to access funding for Degree and Masters qualifications and to secure Advance HE membership.

The wellbeing of staff remains a priority and the organisation has an established IEG Mental Health and Wellbeing Committee that is responsible for driving forward initiatives to support staff throughout the organisation including; wellbeing days, workshops, and a staff hub with a variety of information and resources. The group also provides a fully-funded Employee Assistance Programme which provides comprehensive support for staff to access.

We value our work with Union colleagues and have two vibrant Employee Communication Groups. We are committed to working positively and collaboratively to make IEG a great place to work.



4 Strategic Objective 4: GROWTH

Our 2021/22 progress was once again impacted by COVID-19, though to a lesser extent than the prior years.

Growth in 16-18 recruitment stalled in September 2021 as a result of more students staying on at school because of higher than normal grades achieved through tutor assessment instead of the usual external examinations, coupled with a very buoyant jobs market. However, with the continued demographic upswing in the 16-18 age group throughout the 2020s, we expect growth to resume in 2022/23.

IEG continue to offer a forward thinking curriculum to ensure we are training students for skills gaps that exist now and in the future, in sectors the economy needs including construction, digital, clean energy and manufacturing. We continue with our curriculum planning to launch a suite of T Levels in 2023.

IEG has strong links with the Greater Lincolnshire LEP and the Cambridge and Peterborough Combined Authority (CPCA) and has successfully delivered three Adult Skills projects: Response to Redundancy Hub, New Start Project and Intensive English and maths.

Commercial ventures improved significantly against the prior year and contributed to the Group surplus in 2021/22 although it has not yet returned to pre-pandemic levels of contribution.

5 Strategic Objective 5: POSITIVE IMPACT

Student destinations were strong at 95% plus in 2021/22. The group continues to work very closely with both the Cambridgeshire and Peterborough Combined Authority and Greater Lincolnshire LEP, building upon our very positive reputation with both organisations. We ensure our curriculum plans are closely aligned to local and regional skills needs and have a strong track record in responding to emerging needs such as the recent HGV driver shortage. This has enabled 19 learners to achieve the practical driver training with a further 26 enrolled. We have successfully delivered online numeracy programmes supported by Multiply funding ensuring adult learners across Lincolnshire, Peterborough and Cambridgeshire have access to this key skill and are able to progress in their career journey.

Our collaborative partnerships are highly effective and successful, allowing IEG to meet specialist niche and employer needs including in the health and social care, digital, education and construction sectors. Employer feedback is overwhelmingly positive and the contribution we make to our diverse communities is widely recognised and valued.

Good progress continues to be made throughout the group in relation to environmental sustainability objectives, recognised through two prestigious awards: Investors in the Environment Green Award 2021 and the prestigious International Green Apple Award 2021 for Environmental Practice in Education and Training. In 2022/23 IEG will further drive the sustainability agenda through the Green Group and action plan.

Work with Peterborough Citizens has enabled our students to get involved in community organising and has equipped them with leadership skills to make a positive difference and be valuable members of their community around matters that are important to them. Two successful campaigns involved addressing lack of access to mental health services and support in Peterborough; and addressing safety concerns in Central Park which led to increased CCTV cameras and better lighting to create safer spaces for the wider community.



RESPONDING TO SKILLS SHORTAGES AND EMPLOYERS' NEEDS

STRATEGIC DEVELOPMENT FUND

We have successfully bid into the Strategic Development Fund with two partners, Grimsby Institute and College of West Anglia. College of West Anglia led the bid for the Cambridgeshire and Peterborough region and through this we have secured £250k of capital funding and £120k of revenue funding. Grimsby Institute led the bid for Greater Lincolnshire and through this bid we have secured £175k of capital funding and £120k of revenue funding.

These monies have to be spent before March 2023 and will be used to purchase state-of-the-art equipment in Modern Methods of Construction (MMC), retrofit and renewable energies to ensure students are prepared to meet future skills needs of the industry.

HEAVY GOODS VEHICLE TRAINING

Following the success of our HGV training in Peterborough we submitted a joint bid with Lincoln College to the Labour Market Growth Fund funded through Greater Lincolnshire Local Enterprise Partnership (GLLEP) to deliver a similar programme in Lincolnshire. This bid was successful and has secured £350k to deliver the training over the next two years which is in addition to £300k of funding through the Cambridge and Peterborough Combined Authority (CPCA). This has supported the industry with almost 50 new HGV Driving trainees so far.

SKILLS BOOTCAMPS

We have successfully bid into the CPCA Skills Bootcamp funding and have secured £204k to deliver Level 2 Trowel Trades Bootcamps to 120 learners before the end of March 2023. This is a short programme with the aim of delivering employability skills alongside practical skills training to support individuals to retrain or upskill. The Department for Education undertook a quality assurance visit and initial feedback was very positive. A written report is expected before the end of November 2023.

MULTIPLY FUNDING

Multiply is a national fund to support the engagement of individuals into numeracy training with the intention of improving the numeracy skills of individuals across the country. Local Authorities and Devolved Authorities have received allocations of funding to deliver this programme until 2025. Initial allocations have now been notified and we have £105k from Lincolnshire County Council and £170k from the CPCA to deliver numeracy sessions until end of March 2023.

Both Lincolnshire County Council and CPCA have asked that we deliver CPD and initial training to support capacity building to ensure there is sufficient staff to deliver the Multiply training. Initial funding from both authorities is £75k until March 2023 when delivery will be reviewed with further funding available until March 2025.

PRAISED BY OFSTED FOR DRIVING 'SIGNIFICANT PROGRESS'

IEG received praise by Ofsted inspectors for driving 'significant progress' after a monitoring visit in September 2021.

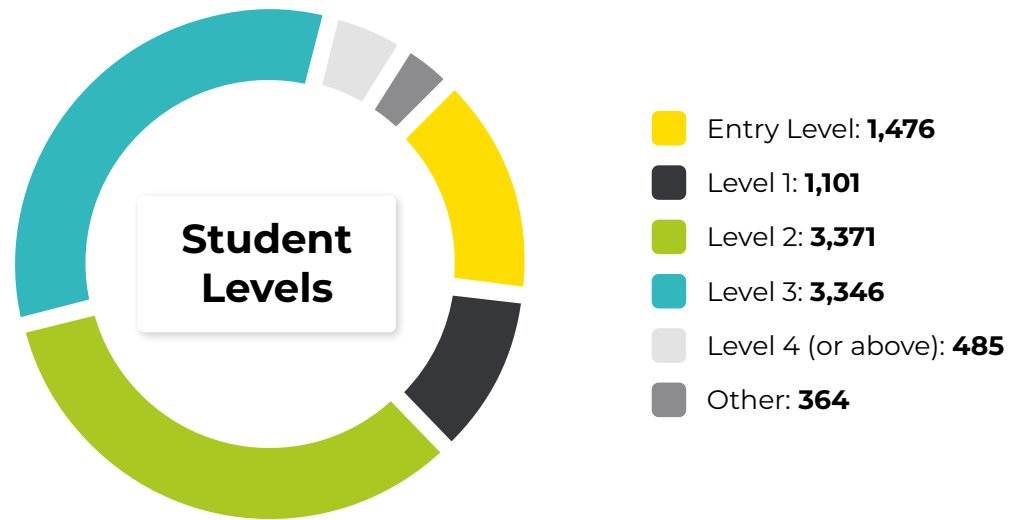
The progress governors, leaders and staff have made to establish a shared strategic direction since the merger and the continued improvements made in the quality of provision, were reviewed and evaluated, with Ofsted concluding, 'significant progress' has been made in all key areas:

What progress have leaders and managers made in maintaining high-quality education and training during the ongoing pandemic?	Significant progress
What progress have governors, leaders and managers made in establishing an ambitious curriculum to meet the education and training needs of students, apprentices and college stakeholders?	Significant progress
What progress have governors, leaders and managers made in taking effective action to remedy the key areas of development in the predecessor colleges? How effective are quality improvement processes?	Significant progress
What progress have leaders and managers made in ensuring that students receive ongoing careers advice to make informed decisions about their next steps?	Significant progress

Following recent challenging times, we are proud to receive these judgements from Ofsted. We aim to transform lives through inspirational education and training, and it is pleasing to see that our hard work is already making a positive impact across Stamford and Peterborough.

OUR STUDENTS

10,884 students studied with the Inspire Education Group during 2021-2022.



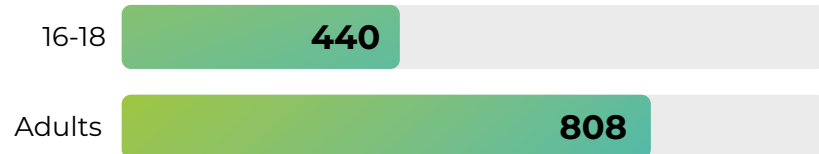
IEG Full-Time Students: 4,367



IEG Part-Time or Distance Learning Students: 4,567



IEG Apprentices: 1,248



IEG Higher Education Students: 797



Sidhartha Sah
A Level Student,
Stamford College



When Sidhartha Sah enrolled at Stamford College to study A Levels in Biology, Physics and Chemistry, he already knew he wanted to pursue a career as an eye doctor. Dedicated throughout his studies, Sidhartha gained work experience through the Lincs Talent Academy at Boston Hospital and excelled through all his examinations, landing him his first-choice placement on the Optometry Degree at Aston University, Birmingham.

Sidhartha said, "My tutor Peter provided me with advice and helped me with my personal statement helping me secure my first-place university. I'm also happy the college let me do tutoring, I learnt lots of new skills, which helped me in my interview for university."

After achieving a Level 3 National Diploma in Computing through the Air and Defence College programme at Stamford College, Aircraftman Bradley Parker successfully completed Basic Training at RAF Halton, and is now preparing to become a Cyberspace Communications Specialist.

Bradley said, "the College provided me with extensive background knowledge, important points of contact and the qualifications I needed to achieve my career goals, which is something I'm extremely grateful for."



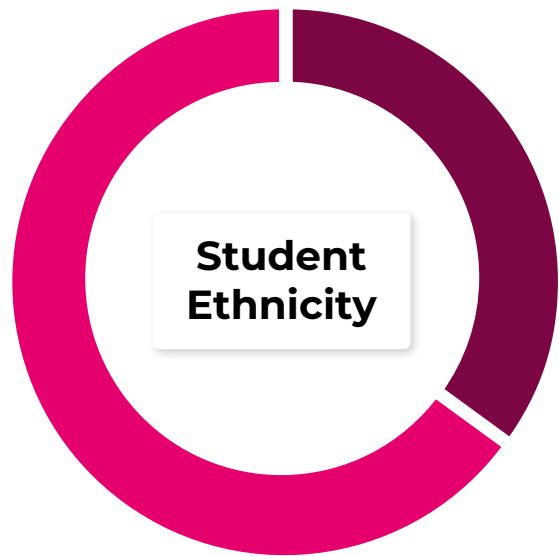
Bradley Parker
Air and Defence College Student,
Stamford College



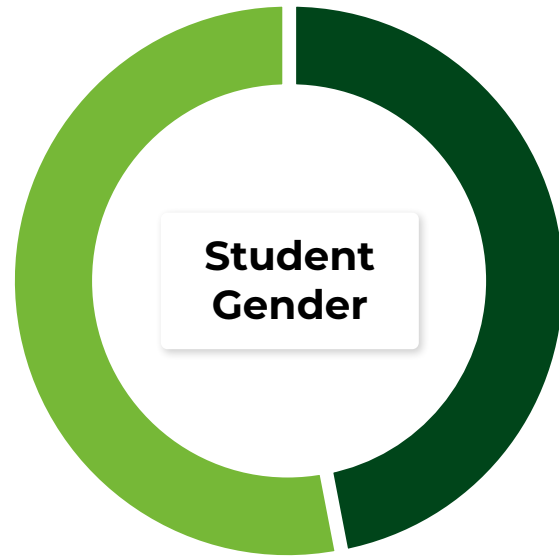
Liz Brown
Adult Learner,
Peterborough College

Thirty years after a cancer diagnosis impacted her schooling, forty-seven-year-old Liz Brown re-sat her English and maths GCSEs at Peterborough College and passed, describing the college as being "incredibly good with adult learners".

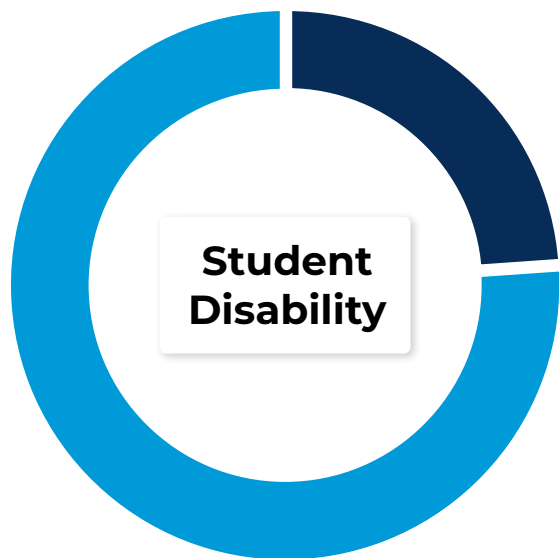
Liz was "absolutely over the moon" to have achieved a grade five in Maths (the highest grade attainable for the foundation course she studied), and a grade eight in English. "I am proud, so very proud of me", she shared online. "[Passing my GCSEs] is closure on something I'd had taken away from me without my choice".



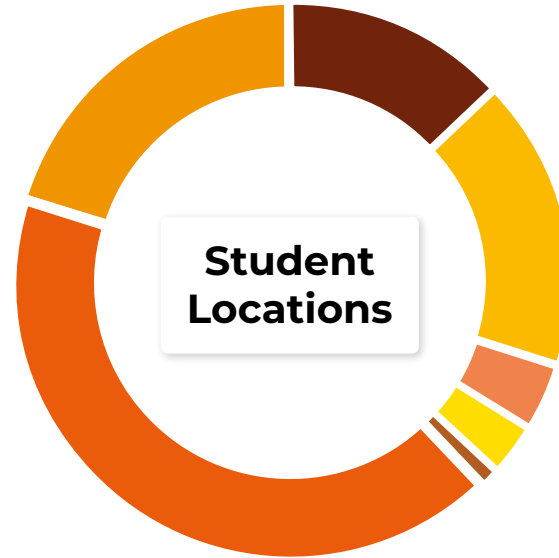
- White British: **65%**
- Black Asian Minority Ethnic: **35%**



- Female: **53%**
- Male: **47%**



- Without A Disability: **76%**
- With A Disability: **24%**



- Greater Peterborough: **42%**
- Lincolnshire: **20%**
- Other: **17%**
- Cambridgeshire: **13%**
- Northamptonshire: **4%**
- Leicestershire: **3%**
- Norfolk: **1%**

Former Level 2 Travel and Tourism (with Cabin Crew) student of Peterborough College, Dion Joseph, has secured full-time employment as an Expert Travel Agent for Virgin Atlantic Holidays.

Reminiscing on his College years, Dion said, "Studying at Peterborough College gave me the confidence and the right attitude to work within the travel and tourism sector. My advice for anyone thinking about enrolling on the Travel and Tourism course at Peterborough College is to just grab the opportunity, because you never know where it will take you in the future!".



Dion Joseph
*Diploma Student,
Peterborough College*

Lisa Earl

*Business Apprenticeship Student,
Peterborough College*



After achieving a distinction in her Level 3 Business Administrator Apprenticeship with Peterborough College and Omega Sinto Foundry Machinery Ltd, Lisa Earl, was nominated for Business and Law Apprentice of the Year following the return of the annual Peterborough Apprenticeship Awards in recognition of resilience and determination to succeed. Lisa was delighted, "I was so shocked to be nominated. It came as such a surprise. I was elated and really excited to attend the event". Lisa now feels she has the skills required to take on more responsibility and progress in her employed role.

Beth Reynolds, BSc Crime Scene and Investigative Studies graduate of University Centre Peterborough, was delighted to accept a place on the Accelerated Detective Constable Programme (ADCP) in June 2021, and says that she "couldn't have picked a better degree to prepare for the role".

Beth is completing her training locally, having joined the Cambridgeshire Constabulary, and is looking forward to a varied and rewarding career in the Force.



Beth Reynolds
*HE Student,
University Centre Peterborough*

IEG COMMERCIAL SERVICES

August 2021 - July 2022

HOSPITALITY

IEG catering services provide a vast variety of food across all our sites with the 6 outlets each having its own unique style. Alongside partnering with Costa, Starbucks, Bagel Nash and Theo's Street Food, we provide a variety of freshly prepared food and refreshments for all staff and students.

MOT TRAINING CENTRE



The hugely popular MOT Training Centre specialises in the full accreditation lifecycle of a MOT Tester. Starting with the ATA Level 1 qualification to once qualified, completing the annual CPD courses. Clients from as far as Cornwall and Edinburgh highlight the centres reach and the reputation of highly experienced trainers.

www.mottrainingcentre.co.uk



STAMFORD GAS TRAINING



Stamford Gas Training provides the highest level of gas training and assessment facilities in the region. With over 50 years of experience within the team, all of whom have previously managed their own businesses and have a wealth of skills and knowledge to deliver an exceptional level of training.

www.stamfordgastraining.co.uk



STAMFORD FITNESS



At Stamford Fitness we provide the perfect blend of fitness training and fitness classes with an ever-growing membership base. This alongside being the location of choice for facility hire and priding ourselves as the hub for our local sports clubs.

www.bordervillesportscentre.co.uk

AMBITIONS



Ambitions Day Opportunities is aimed at young people with learning disabilities aged 16 and over. We have our own base in the grounds of Stamford College. Ambitions can offer day provision on a young person's day off from college and or during half terms and summer holiday periods. In addition to this we offer a positive progression for when your young people complete their education.

www.stamford.ac.uk/facilities/ambitions-adult-day-service

THE COLLEGE NURSERY



The College Nursery offers high quality childcare in Peterborough for babies and young children aged 3 months to 5 years old. Located on the Park Crescent Campus next to Peterborough College, we are within easy reach of Peterborough city centre and have been rated 'Outstanding' by Ofsted in the latest inspection which took place in June 2017.

www.peterborough.ac.uk/public/college-nursery



ANGLIAN PROFESSIONAL TRAINING



At APT, we provide courses in accounting, law and professional employment skills and pride ourselves on our excellent customer service standards and offer a versatile yet professional approach to training. Our tutors are highly experienced in their specialist fields and are completely dedicated to ensuring their students' success.

www.ap4u.training

130
Stamford Fitness memberships

296
MOT courses delivered

91
Nursery children registered

155
APT students

242
Stamford Gas Training courses delivered

Over **32,000**
students and staff served at our catering outlets

OUR PARTNERS IN 2021/22

Inspire Education Group is delighted to be working with strategic partners to support the group in responding to the needs of our different communities meeting specialist and niche employer needs. IEG currently subcontracts delivery of training and education to ten partners who deliver programmes to support our Further Education, Higher Education, Adult and Apprenticeship offer. Training is delivered to meet the needs of our local communities in Cambridgeshire and Lincolnshire.

The IEG curriculum is enhanced by the provision delivered by sub-contractors:

- Expert delivery of School Sport Apprenticeships is delivered by Active Fusion and Inspire Plus.
- Performing Arts and Dance Training is supported through partnerships with Addict Dance and Eastern School of Performing Arts.
- Flexible online courses are available through our work with Learning Curve Group to meet the skills gap of our adult learners.
- We are providing additional entry points for disadvantaged groups through our work with Gladstone Community Association, Peterborough City Council Prince's Trust Programme and Aspire Education.

ACTIVE FUSION



Active Fusion delivered expert School PE and Sports Apprenticeships to provide young people the opportunity to develop skills and knowledge to progress to teaching or coaching.

ADDICT DANCE ACADEMY



Specialist Dance training is provided to our students by Addict Dance Academy with a breadth of technical dance styles delivered by industry experts. Offering BTEC Level 3 Performance Practice and HND Performing Arts, students are provided with exciting industry opportunities and progression to become successful dancers.

ASPIRE EDUCATION ACADEMY



Aspire Education deliver specialist face-to-face 'Education Support Programmes' to support unemployed learners furthest from the labour market.

The 3-week programme includes CV development, interview techniques and opportunities to apply for live jobs. Programmes are designed to improve soft skills, industry knowledge, and skills and behaviours necessary for securing employment opportunities in the Education Sector.

EASTERN SCHOOL OF PERFORMING ARTS



With specialist studios in Stamford, ESPA offer Level 3, 4 and 5 professional Musical Theatre and Dance training to students across the region. The training is delivered by industry experts with excellence, commitment and dedication. Students go on to train and study in varying disciplines, be it at theatre school, university or employment.

GLADSTONE DISTRICT COMMUNITY ASSOCIATION (GLADCA)



Gladca is an important community hub located in Peterborough with a team of well qualified and experienced tutors delivering ESOL and Functional Skills. Learners in the local community develop and achieve English skills to help them lead more independent lives and take an active role in their community. Gladca promotes community cohesion and supports integration within its communities.

INSPIRE+



A Lincolnshire based sport and education charity with a vision to ensure young people are 'Healthy, Happy and Active'. Inspire+ is a leading training provider of PE and School Sport Apprenticeships from Level 2 to Level 4. Practical training is delivered by a highly experienced education team working closely with learners and local employers to prepare learners for a career in sports teaching or coaching. Many learners gain permanent employment with their apprentice employer.

LEARNING CURVE



A flexible, diverse catalogue of nationally accredited short online courses are offered to adult learners with excellent digital learning resources and support by specialist tutors. These qualifications provided by Learning Curve Group are designed to enable adult learners to return to education, to learn a new skill and/or to upskill and progress their career.

PETERBOROUGH CITY COUNCIL



IEG work in partnership with Peterborough City Council to deliver the Prince's Trust programme, a 12-week programme designed to support young people into work, training or education. The programme improves communication, employability and social skills.

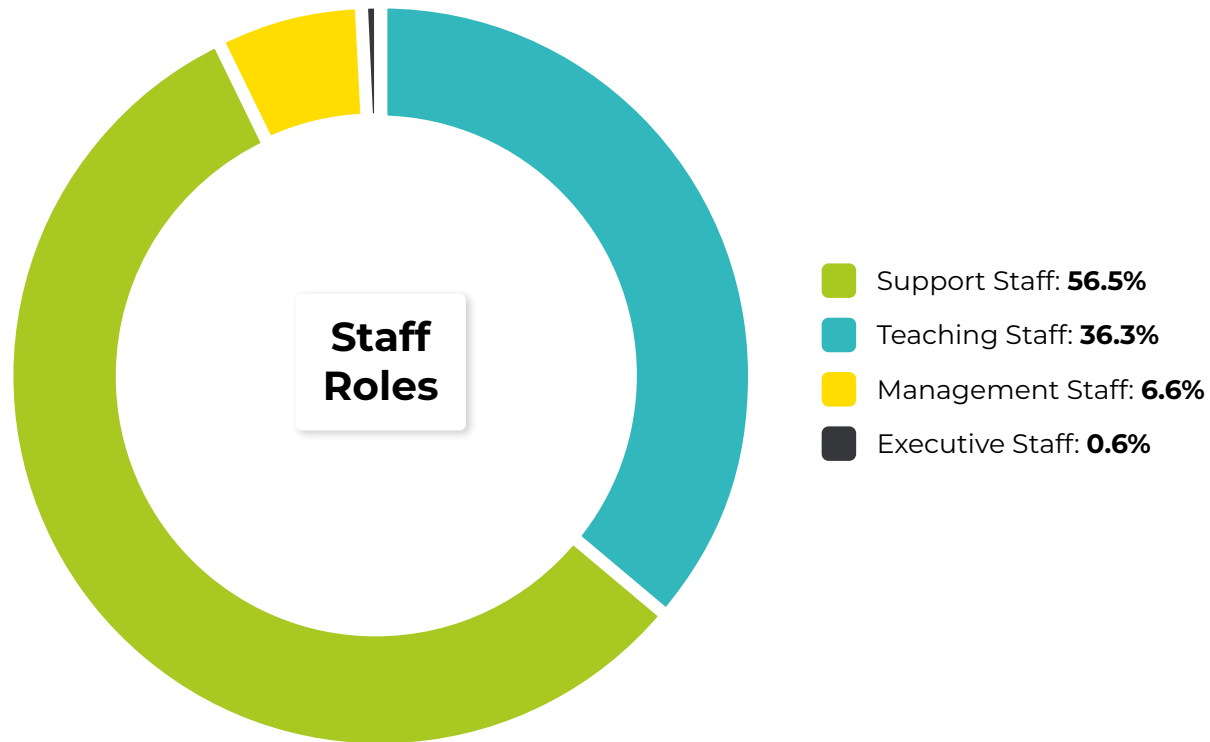
PETERBOROUGH SKILLS ACADEMY



PSA is a local provider of specialist Motor Vehicle training and also offers Functional Skills to adult learners.

OUR STAFF

908 staff were employed directly by Inspire Education Group during 2021-2022.



Imogen Freeborough
Senior IT Technician

Imogen Freeborough began her career with Stamford College when she undertook an Advanced Level Apprenticeship in IT, Software, Web and Telecoms Professionals. After successfully completing the work-based training programme, Imogen secured an employed role as the College's IT Technician, before progressing to Senior IT Technician. Imogen said, "The apprenticeship was very hands-on, but my colleagues were so helpful and supportive and always on-hand to point me in the right direction".



Plus circa 200 hourly paid Associates.



Plus circa 200 hourly paid Associates.



Plus circa 200 hourly paid Associates.



Plus circa 200 hourly paid Associates.

Siblings Maria and Camilo are both former students who progressed from further to higher education with IEG and now are highly valued support staff, with Camilo working in Management Information Services, and Maria in Human Resources. Camilo said, "Everyone is so nice and friendly at IEG, and everyone will stop to ask how you are. I think I can speak for us both when I say that we don't see this place as work because it's so enjoyable being here". Camilo continued, "Our parents are super proud of what we have achieved. They took a big gamble moving us from Portugal to the UK, seeking a better life, and feel that their hopes and dreams for us have become a reality with IEG."



Maria Da Costa
Junior HR
Business Partner

Camilo Da Costa
Systems Developer/
Report Writer

STAFF WELLBEING

The wellbeing of our staff is a priority and at the heart of everything we do, IEG is committed to supporting the mental health and wellbeing of both staff and students. One of our key strategic objectives is to value our people through supporting and investing in their wellbeing to create an exceptional working environment where colleagues feel valued and empowered.

WELLBEING & MENTAL HEALTH CHARTER

OUR COMMITMENT TO YOU

We recognise that Inspire Education Group has a responsibility to create an environment that promotes student and staff wellbeing and that proactively supports student and staff mental health.

AS A COLLEGE GROUP WE WILL...

- 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
- 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 group 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
- Provide appropriate mental health training for staff
- Encourage and collect student views on mental health and wellbeing by working with the Students' Union and other student representative bodies
- Ensure a consistent and positive approach to staff wellbeing
- Provide targeted individual mental health support where appropriate or alternatively signpost to external support services
- Provide relevant information to parents and carers
- Establish effective links with local health and voluntary sector mental health groups
- Promote the benefit that physical activity and sport has on mental wellbeing.

STEPS TO POSITIVE WELLBEING

- Raising awareness of mental health.
- Offering targeted support to staff and students.
- Unified approach through building positive internal and external partnerships.
- Training and development of our staff in relation to understanding and being mindful of mental health and wellbeing.
- Embed a culture and environment whereby staff and students promote and use 5 ways to wellbeing approach.

HOW WE VALUE OUR PEOPLE

As outlined in our Strategic Plan, we support and invest in our people and their wellbeing, creating an exceptional working environment where colleagues feel valued and empowered.

We recognise that Inspire Education Group has a responsibility to create an environment that promotes student and staff wellbeing and proactively supports student and staff mental health through a wide range of initiatives.

Our strategy is underpinned by a Wellbeing and Mental Health Charter setting out our approach to positive wellbeing, with an implementation plan that is monitored by our IEG Wellbeing committee.

IEG work in Partnership with Mindspace and YMCA Trinity to offer workshops and support for staff to access.

Our wellbeing initiatives for 2021/22 included:

- Dedicated Wellbeing Wednesday as part of staff development week.
- Staff wellbeing pages on Inspire Insights to access information and resources and support.
- Initiatives with Mindspace to promote the benefits of NHS 5 Ways to Wellbeing, including workshops.
- Launch of a 'Preloved' channel to enable the IEG community to give away items for free so that others can benefit.
- Promotion of Employee Assistance Programme.

Future initiatives in 2022/23 include Menopause Workplace Pledge and Mental Health Champions in the workplace.



FINANCIAL REPORT



- 16-18 Funding Body Grants: **£24.4M**
- Higher Education: **£5.5M**
- Other Income: **£5.1M**
- Adult Education 19+: **£4.7M**
- Apprenticeships: **£4M**
- High Needs Funding: **£3.6M**
- Staffing: **£29.1M**
- Educational: **£7.1M**
- Other Including Depreciation: **£5.4M**
- Administration: **£5.3M**
- Premises: **£1.9M**

The above financial information is the operating position of the Inspire Education Group for the year ending 31 July 2022 and does not include the FRS 102 non pay pension adjustment.

Balance Sheet Group	2022	2021
Total Fixed Assets	£ 41.9M	£ 39.8M
Current Assets	£ 14.6M	£ 13.7M
Current Liabilities	(£ 7.9M)	(£ 7.5M)
Long Term Loans and Liabilities	(£ 0.6M)	(£ 0.5M)
Net Pension Liability	(£ 0.02M)	(£ 27.2M)
Deferred Capital Grants	(£ 12.0M)	(£ 9.6M)
Total Net Assets	£ 35.2M	£ 7.6M
I&E Reserves	£ 27.5M	(£ 0.3M)
Reserves	£ 7.7M	£ 7.9M
Total Reserves	£ 35.2M	£ 7.6M

Key balance sheet changes:

- £4.9m invested in fixed assets in year
- £3m increase in cash holding in year
- £27m decrease in pension liability

OUR FUTURE PLANS

Inspire Education Group has a positive future! Our plans include:

HIGHER EDUCATION

Launching a new and exciting course offer through our new partnership with the Open University, a nationally recognised and much admired organisation which shares our drive for widening access to higher education. This will help to position University Centre Peterborough to meet its growth plans over the next decade.



FURTHER EDUCATION

Our Curriculum Plan 2022/23 includes a wealth of curriculum development at both campuses. Construction is a key area for investment as we respond to changes within the industry around modern methods of construction, carbon reduction and green technologies and modular building design.

Training, retraining and upskilling programmes for adults will be a particular target for the year ahead and we have laid the foundations for this through a number of innovation projects during 2021/22. We will work with employers to ensure our adult curriculum offer is contemporary, responsive and flexible.

CURRICULUM REFORM

Inspire Education Group is determined to be at the forefront of the government's curriculum reform agenda and to build upon our preparations for T Levels, Higher Technical Qualifications at Levels 4 and 5, and Degree Apprenticeships.



DIGITAL LEARNING

During Covid restrictions, Inspire Education Group moved seamlessly to online course delivery thanks to focused investment over the last two years in digital learning technologies, coupled with extensive staff training and development. We are already building on this work, with new digital learning programmes for adults and bespoke training for employers.



CAPITAL INVESTMENT

In 2021/22 we completed our Construction Centre new build which will ensure students and employers are able to benefit from industry-standard learning resources and equipment and help to position the group to respond to the significant changes within the construction industry.

We are bidding for, and hoping to secure, grant funding for a new Centre for Green Technology to be based at our Peterborough campus; we plan to start the building project in 2023. We will also maintain our commitment to a minimum of £3.5M capital investment per year, including new learning resources and equipment across the curriculum and extensive refurbishment of both campuses.

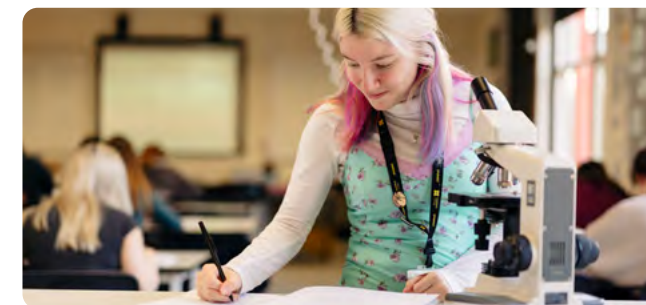


COMMERCIAL VENTURES

We will continue to grow our commercial ventures, responding to the specialist needs of industry and contributing financially to the stability of the group. As well as expanding provision in current niche sectors (gas training, accountancy, MOT testing, leadership and management, and legal courses) we will identify and invest in new and exciting ventures as opportunities present.

QUALITY

Our aspiration is to be recognised as an outstanding provider of learning and training. In 2021 we secured the best possible Ofsted judgements in our formal post-merger monitoring visit. We anticipate a full Ofsted inspection in the near future and are determined to secure a positive outcome and recognition of the hard work and commitment of our staff and students.



REPUTATION

We will continue to build our reputation in Peterborough, Stamford, Cambridgeshire and Lincolnshire – as well as regionally and on the national stage – and we look forward to making an even greater contribution to the economic and social prosperity of our area. Inspire Education Group remains committed to transforming the lives of all our students!



IEG HIGHLIGHTS AND ACHIEVEMENTS

HE PARTNERSHIP WITH THE OU

New partnership began between UCP and The Open University (OU), enabling IEG to bring high-quality and affordable degrees to Peterborough, Stamford and the wider Cambridgeshire and Lincolnshire areas, enabling students to gain globally recognised degrees with one of the largest universities in Europe.



CLLR LUCY NETHSINGHA VISITS PETERBOROUGH COLLEGE

Peterborough College welcomed the Leader of Cambridge County Council Cllr Lucy Nethsingha, and Cambridge and Peterborough Combined Authority colleagues to showcase our plans for the new Centre for Green Technology, a facility dedicated to technologies in building services, engineering and electric vehicle technology, tailored to meet the needs of local employers.



CONSERVATIVE MPS VISIT UCP

Conservative MPs Paul Bristow for Peterborough and Gareth Davies for Grantham and Stamford, visited UCP to discover the wealth of HE options available locally for adults to upskill, retrain and achieve.



SECONDARY SCHOOL PUPILS TAKE PART IN CONSTRUCTION TASTER DAY

One hundred and twenty eight pupils from surrounding secondary schools participated in a 'have a go' construction activity day facilitated by Stamford College, The South Lincolnshire Group Training Association (SLGTA) and Allison Homes to inspire prospective students to explore career options in the industry.



STAMFORD COLLEGE MP VISIT

Grantham and Stamford Conservative MP, Gareth Davies, donned his hard hat to see the £3.3 million construction centre expansion project, built in response to the increased demand for skilled workers in the trade-based industries in the local area and partly funded by the Greater Lincolnshire Local Enterprise Partnership (GLLEP) and the Department for Education Post-16 Capital Funding.



ECO-SCHOOLS GREEN FLAG AWARDED WITH MERIT

In recognition of our work around the green agenda, IEG was awarded the Eco-Schools Green Flag with merit and the panel praised our proactive and highly professional approach as well as our excellent work on communicating our progress.



IEG BECAME THE FIRST FURTHER EDUCATION PROVIDER TO COMMIT TO UNISON ANTI-RACISM CHARTER

IEG became the first Further Education provider in the country to sign up to the new Anti-Racism Charter from trade union UNISON, committing the group and its leaders to a range of pledges designed to prevent racial bias and ensure anti-racist practice.



DIVERSITY IN INDUSTRY EVENT ATTENDED BY THE MAYOR AND MAYORESS OF PETERBOROUGH

A Diversity in Industry event, attended by the Mayor and Mayoress of Peterborough, was held at Peterborough College. The event was designed to share the work being undertaken at Peterborough College to work more closely with local, regional and national employers, stakeholders and community groups to recruit industry experts from all backgrounds, especially those from underrepresented groups and for the College to support employers to address their skills needs of the future. The event was well received by employers, stakeholders and voluntary organisations.



RACHEL NICHOLLS APPOINTED AS CHIEF EXECUTIVE FOR IEG

Rachel Nicholls began her new role as CEO of IEG on 1 July 2022. Ian Jackson, Chair of Governors for the group said, "Rachel is the natural successor to this role and we have no doubt that the exemplary progress made by Janet Meenaghan will continue."



'TIME TO CONNECT', IEG STAFF DEVELOPMENT CONFERENCE 2022

Over 1000 staff from all campuses were brought together as part of our IEG Staff Conference in June 2022. The aim was to establish new connections and reconnect with each other following the previous two years encompassing lockdowns and remote working. The conference week included a range of social activities such as lunch on The Green, fun and engaging activities including exercise classes, mindfulness sessions, countryside walks, visits to popular local tourist attractions and arts and crafts. It was also a time to share our vision for the future and how each member of staff contributes towards our strategic targets.



STUDENT SUCCESSSES

300 STUDENTS GRADUATE FROM UCP

On Thursday 23 September 2021, family, friends, tutors and local dignitaries gathered at Peterborough Cathedral to celebrate the graduation of 300 UCP students.



OAKHAM ALES SEASONAL BEER ARTWORK DESIGNED BY STAMFORD COLLEGE STUDENTS

Graphic Design students had the opportunity to work alongside award-winning local brewery, Oakham Ales, to create the original artwork for upcoming ales.



STUDENTS SUPPORT EDEN LOWETH WITH AUTUMN/WINTER 2022 FASHION COLLECTION LAUNCH

A former Stamford College student who has since been featured in Vogue magazine and worked with the likes of Christina Aguilera and Rihanna, Eden Loweth, returned to campus to provide students with the opportunity to support in the preparation of the Autumn/Winter collection launch. Fashion, photography and media make-up students benefited from this phenomenal opportunity to gain experience and insight.



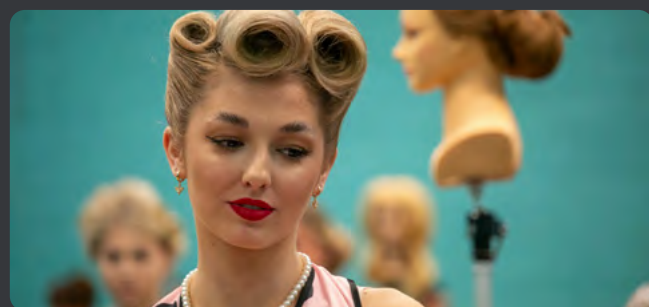
EQUAL LENS 'JOY THROUGH A LENS' COMPETITION WON BY FORMER STUDENT

Leia Ankfers, former photography student from Stamford College, won the Equal Lens competition with the portrait of Cordelia. The winning image was displayed at the Proud Galleries in London.



STUDENTS COMPETE IN THE REGIONAL HEAT OF THE ASSOCIATION OF HAIRDRESSERS AND THERAPISTS' ANNUAL COMPETITION

Group-wide hairdressing students competed in the regional heat of the Association of Hairdressers and Therapists' annual competition in which various Further Education colleges from the surrounding areas go head-to-head in a variety of different categories. Thirteen of our IEG students won a place meaning they will go on to represent their college at the National Finals which will take place later this year at the iconic Blackpool Tower Ballroom.



IEG STUDENTS AWARDED POET LAUREATE FOR PETERBOROUGH AND YOUTH POET LAUREATE FOR STAMFORD

UCP graduate of English Literature with Creative Writing, Kat Beeton, and A Levels student, Daniel Paice from Stamford College, now both valued members of staff within the IEG family, were awarded the prestigious titles of Poet Laureate and Youth Poet Laureate earlier this year.



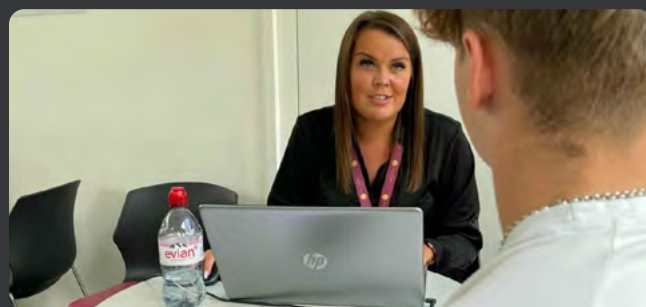
IEG CONSTRUCTION STUDENTS GO HEAD-TO-HEAD IN SKILLS COMPETITION

Construction students from across the group took part in a construction skills competition, going head-to-head in brickwork, electrical, carpentry and joinery tasks aimed at encouraging students to enter national competitions by building upon their self-confidence and increasing their employability prospects on course completion.



ALLISON HOMES APPOINTED TEN APPRENTICES IN PARTNERSHIP WITH IEG

Naomi Tickle, the Apprenticeship Development Manager from the Bourne-based house-building company, Allison Homes recruited an additional ten apprentices, five from both colleges, offering opportunities in both bricklaying and carpentry following an in-depth interviewing process. This partnership has a strong emphasis on delivering skills required for the future workforce.



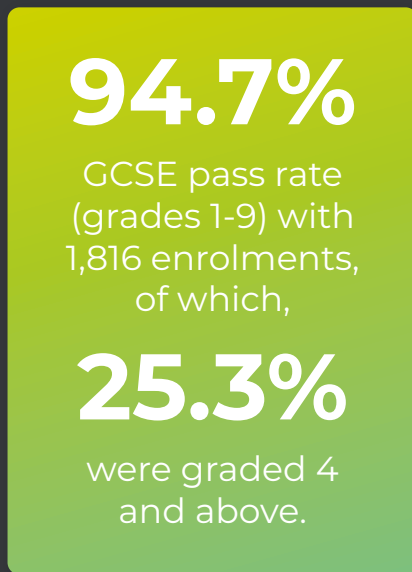
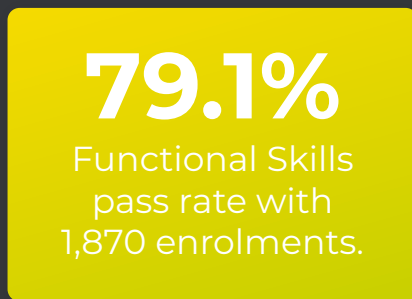
AIR AND DEFENCE COLLEGE STUDENTS GRADUATE AT AWARDS CEREMONY

Air and Defence College students celebrated at a prestigious graduation ceremony held at the poignant International Bomber Command Centre in Lincoln. Senior RAF officials, aerospace business leaders and proud onlookers watched the presentation whereby certificates and awards were presented by the Commandant of the RAF College Cranwell, Air Commodore Andrew Dickens.



OUTSTANDING RESULTS FOR IEG STUDENTS

Results day this year saw an 83% pass rate for diplomas, a 99.4% pass rate for A Levels and a 90.8% pass rate for GCSE resits across the group, a true testament to the hard work and dedication shown by both IEG students and staff.



OUR CAMPUSES



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Inspiring *the next* generation





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