



COLEG Sir Benfro
Pembrokeshire COLLEGE

ANNUAL REVIEW

2021/2022

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01 \ Welcome

It gives me great pleasure to present our Annual Review for 2021/22 which provides a summary of activity during the last academic year.

The challenges imposed by the Covid-19 pandemic unsurprisingly impacted Pembrokeshire College as they did across the entire education sector both in terms of learner experience and performance.

With the success of a school, college or university being reflected in the success of its learner outcomes, whilst the year was hugely challenging, there were a significant number of successes with learners excelling in their studies.

We are pleased to record a 99% overall pass rate and an A*-C success rate of 88% (3% percentage points above the national comparator) for A-levels with vocational students achieving an equally impressive set of outcomes.



Overall FE success rates were 80% and WBL framework completions were 82%, both categories of outcomes returning closer to pre-covid success levels.

The success of the College is due to the support and collaboration it receives, so from the outset I would like to express my personal gratitude to all College Stakeholders and an outstanding business support and academic staff team, whose commitment and dedication ensures that all our learners have the best possible learning experience here at Pembrokeshire College.

I also want to take this opportunity to sincerely thank the Corporation Board members for their selfless support and direction throughout the last academic year. As a College, we are indeed privileged to have such a committed and dedicated staff team and governing body and I thank them all for their contributions to the ongoing success of the College.

A handwritten signature in black ink, reading 'Barry Walters'.

Dr Barry Walters
Principal



02 \ Our mission

**“To inspire
excellence,
empower
individuals and
develop the future
workforce.”**



03 \ Our strategic goals

OUR ULTIMATE GOAL IS TO DEVELOP HIGHLY SKILLED, CREATIVE AND CONFIDENT INDIVIDUALS. WE SET OUT TO ACHIEVE THIS THROUGH:

01

Delivering excellent, inspiring and relevant learning and teaching enabling progression to employment or higher levels of learning.

02

Being a valued partner of the South Wales region, supporting the economy by investing in skills and communities.

03

Delivering long-term financial stability.

04

Providing a safe, healthy and sustainable environment.

05

Delivering first-class governance and management.

06

Being a College that values and invests in all its staff.

04 \ Our year in numbers



1,802

Full-time learners enrolled at College. A four percent growth over a five year period.



60%

Level 3 programmes now account for 60% of overall full-time further education provision.



£24m

The new apprenticeship contract value for the B-wbl consortium now exceeds £24 million.



851

Apprentices recruited. A nine percent increase from FY21.



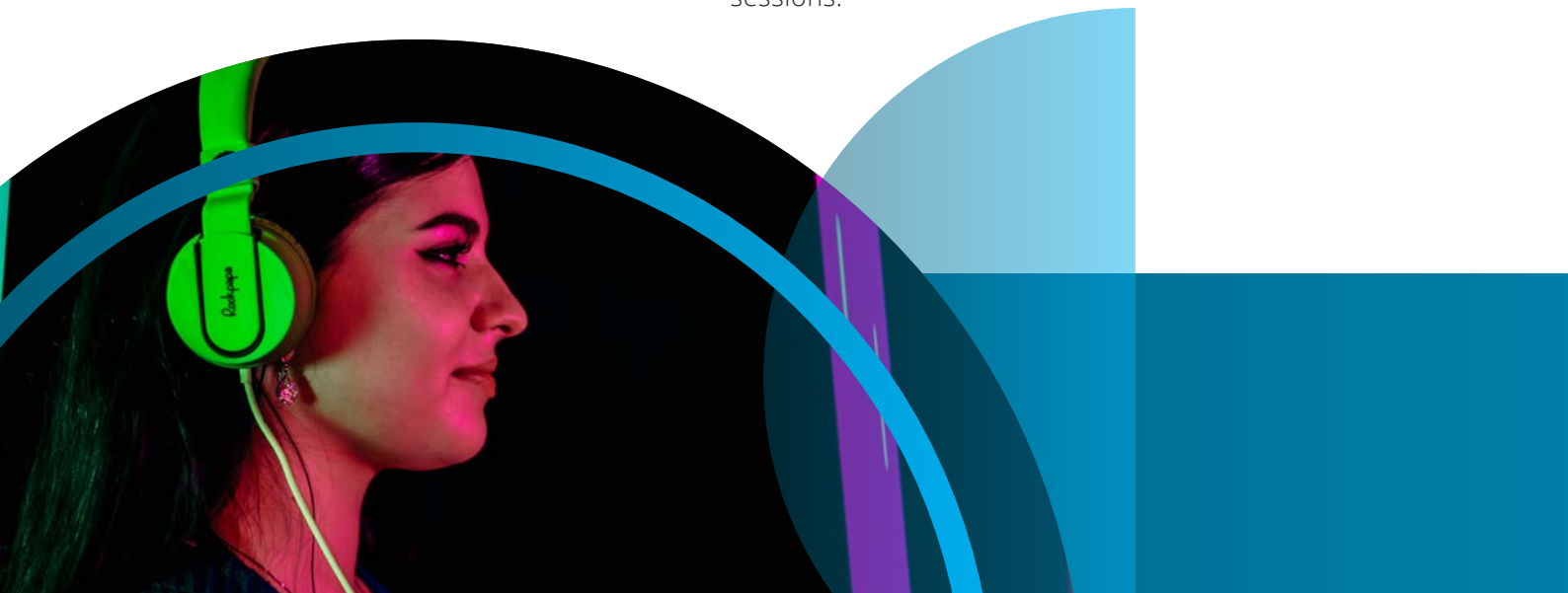
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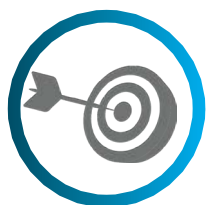
Full-time learners supported with CV writing and 303 learners attended interview skills sessions.



96

Learners enrolled onto part-time Higher Education courses. A 29 percent increase on FY21.





99%

Overall pass rate for A-levels.
A*-A grades: 38%
A*-C grades: 88%
College WBL outcome: 82%



45%

Distinction*/Distinction passes
for Level 3 Diploma learners
(equivalent to three A*/A grades
at A-level).



221

Number of learners who
progressed to university in
September 2022
(51% were vocational learners and
49% were A-level learners).



4,000

Number of employers that the
College works with across west
Wales.



944

Number of learners who
completed assessments in
Welsh or bilingually.



£2.7m

Increase in the College's 'net
funds' position.

05 \ Our amazing students



At the heart of all College activity are our students. Each year we take great pride in sharing in their successes and here we share with you some of the highlights from 2021/22.

WorldSkills UK Medal Winners and Finalists

Ross Jones, Gold in Welding

Emily Sinnott & Declan Morrissey, Gold in Foundation Skills Media

Kyle Robertson, Gold in Foundation Skills Fitness Assistant

Joel Blair, Silver in Welding

Cohen Lewis & Deriece Raimann, Welding Finalists

Idris Turner, Construction Metal Work Finalist

Carlie-Jayne Dutton, Beauty Therapy Finalist

Brynley Moore, Graphic Design Finalist

Dominic Caselton, Restaurant Service Finalist

Jake George, Foundation Skills Catering Finalist

Matthew Charles, Foundation Skills Horticulture Finalist



Oxbridge

For the fourth consecutive year, A-level learners are heading to both Oxford and Cambridge. Four learners secured their places at these prestigious institutions with a fifth deferring their place until 2023.



Skills Competition Wales Medal Winners

Zoe-Louise Dunn-Storer, Gold in Childcare

Emily Jones, Gold in Inclusive Skills ICT

Organ Nowakowska, Gold in Photography

James Rowley, Gold in Visual Merchandising

Ethan Sky, Silver in Childcare

Alfie Waters, Silver in Graphic Design

Connor Adams, Abbie Mottram, Ashton Mortimer, Jack Evans, Max Pickering & Mollie Evans, Silver in Popular Music

George Scully, Bronze in Inclusive Skills Horticulture

Cara Brewer, Bronze in Photography

Mirren Harvey, Bronze in Graphic Design

Donovan Wilshaw, Ellis White, Henri Hempleman & Tomos Bowie, Bronze in Digital Media Production

05 \ Our amazing students

Eisteddfod

Creating an App (U19's)

Josh Francois, Gold

Ellie Bartlett, Silver

Paige Hodgson, Bronze

Creating an App (U25's)

Morgan Dudley, Gold

Kate Harffey, Silver

Intermediate Biology Olympiad

Jade Owen, Silver

Timali Jayathilaka, Bronze

Jay Coombe, Bronze

Ella McKernan, Highly Commended

Amy White, Commended

Rhian Goodson, Commended

Miscellaneous

- » USW Film and TV School Wales Schools and Colleges Awards Winner: Scott Thomas, Best Non-Narrative Film
- » USW Film and TV School Wales Schools and Colleges Awards Runner-Up: Tomos Bowie, Best Narrative Film
- » Road Safety Wales Social Media Competition Winner: Tomos Bowie, Film Category
- » West Wales Regional Enterprise Competition Winner: Tom Wickens, Food Category
- » Coleg Cymraeg Cenedlaethol's William Salesbury Further Education and Apprenticeship Award Winner: Ifan Phillips
- » Welsh Hair and Beauty Awards 2021 Finalists: Training Academy of the Year Category
- » Concept Magazine Level 2 Hairdressing Competition Finalist: Abigail Parr (the only learner in Wales to get through in the finals)
- » Former student, Mair Elliott published 'From Hurt to Hope', reflecting on her role as a mental health advocate.

Extended Diploma Graphic Design students Hank Willis and Zac White were selected amongst nearly 500 submissions by University of the Arts London to exhibit their work at Origins Creatives in London at the Truman Brewery in July. Their submissions, for a project branding and promoting 'Be Kind', a music festival, explores how a young adult audience can be engaged to attend a themed event with strong visuals and effective communication.



“We challenge our students to be the best they can be. To push boundaries and pursue excellence.”

06 \ Our dedicated employees

533 employees

Pembrokeshire College is an **aspirational** organisation, **proud** of both the quality of teaching and learning and the **support** that the College provides for all its staff. Our **collective** aim is to improve the **experience** of our learners and the outcomes that they **achieve**.

We aim to attract staff who value the opportunity to advance and share knowledge within an open, transparent, supportive and inspirational environment. In doing so we have the following priorities:

- recruit and retain the best staff;
- remunerate staff fairly;
- develop positive employee engagement and morale;
- develop a high-performance aspirational culture;
- promote a safe, healthy and equal environment in which staff take a proactive approach to their own wellbeing.

Welsh Language

Bilingual Tutor

Funding for an additional Bilingual Tutor in Public Services was secured from the Coleg Cymraeg Cenedlaethol. This followed on from the success of the role of Bilingual Tutor in Health & Social Care.

Cymraeg Gwaith

A total of 24 staff signed up to the project, compared to 18 in the previous year, and received weekly one-to-one mentoring sessions by the project's Cymraeg Gwaith Tutor.



**We aspire toward
a College Community
which is fair, inclusive
and has a people
focus, respecting and
valuing each
other.**

Continuing Professional Development

CPD remains a priority and, in addition, we continue to drive forward a mandatory training programme for: safeguarding; positive behaviour management; equality and diversity; and safer working practices.

Aspire encourages staff to undertake their own development and offers support to teaching staff using innovative coaching methods and models. We continually review the development needs of our management teams and have an ongoing leadership and management development programme.

07 \ Our estate and facilities

Since the opening of the College's A-level CAMPUS6 facility by the Cabinet Secretary for Education in October 2017 a further £11m of state-of-the art facilities have been developed jointly funded by Welsh Government and the College. In FY22 developments included:



Life Skills Academy

A dedicated facility for Life Skills Academy learners was opened up at Withybush to focus on building Employability Skills and preparing learners to enter supported or independent employment.



Engineering Workshops

Work completed at the end of FY22 on the new engineering workshops enabling the move of welding and fabrication routes from MITEC in Milford Haven onto the College campus. The new build provides learners with industry standard facilities that will prepare them for employment locally, nationally and globally.

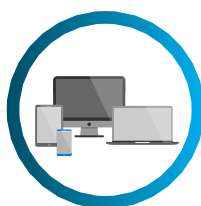
Our unique set of facilities is why so many young people choose to study with us each year; whether their interest lies in art or electronics, catering or welding, we pride ourselves on our ability to offer our learners some of the best facilities of any college in Wales across a broad range of employment sectors.

**Capital
Expenditure
2021/2022:**



£5,724,000

Invested in land and buildings



£455,000

Invested in IT equipment



£177,000

Invested in other equipment

08 \ Our commitment to the environment



Green Dragon

The College has maintained Green Dragon Level 5 since 2013. This is the highest level and demonstrates the College's high standards of environmental management.



Climate Change

The College is a member of the Pembrokeshire Public Service Board's (PSB) Climate Change Group and is collaborating with members to work towards a Carbon Net Zero Pembrokeshire.



47% Reduction in Carbon Emissions

The College's carbon emissions for FY22 were 741,332 kgs. (Reduced from 1,399,862 kgs in FY 2003).



Energy Efficient

The College has replaced all light fittings and is currently replacing all windows to make the building more energy efficient.



What we are doing

Examples of our carbon saving and biodiversity initiatives include, but not limited to:

- » installing more efficient gas boilers;
- » building management systems;
- » operational changes to how the College runs;
- » installing green technology in new builds;
- » significant investment to replace lighting across the estate
- » procuring all electricity through a green tariff since 2018;
- » improving the percentage of waste recycled;
- » planting wildflower meadow;
- » hedgehog friendly campus scheme
- » 'No Mow May'

Our target:

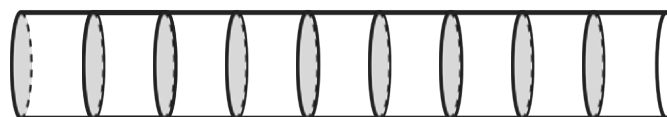
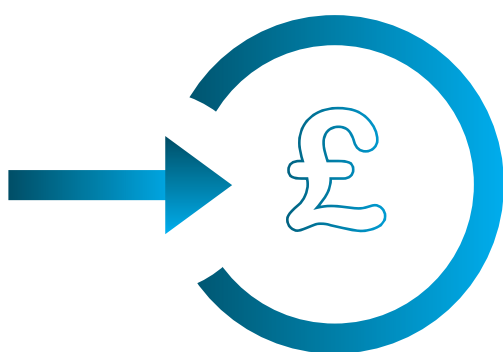
**By 2030 we have
committed to be
Carbon Net Zero**

09 \ Our financial summary

FINANCIAL ACCOUNTS

Year ending 31 July 2022

Income



£40,477,000 Welsh Government grants



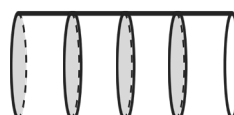
£1,170,000
Tuition fees and educational contracts



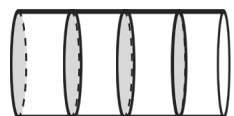
£1,124,000
Other income

Total income: £42,771,000

Expenditure



£24,121,000
External operating costs



£15,911,000
Staff costs

Total expenditure: £40,032,000

Adjusted EBITDA before one off costs and non cash items: £2,739,000

Notes:

The income and expenditure account is in respect of the continuing activities of Pembrokeshire College.

Key financial indicators

- Surplus reported in I&E £56k, (20/21 deficit (£567k))
- Surplus before pension adjustments £2,157, (20/21 £1,278k)
- Capital investment over the last 5 years: £15m
- Pay income ratio: 71%
- Income diversity ratio: 90%





Pembrokeshire College

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