



**DN COLLEGES GROUP**

# Accountability Statement 2024–2025

**DN COLLEGES GROUP**





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## DN COLLEGES GROUP

# Annual Accountability Statement

## Welcome

Thank you for your interest in DN Colleges Group. We are a large, multi-site college group which serves the communities and economies across South Yorkshire, North Lincolnshire and into the Humber region. DN Colleges Group is a great place to learn and develop skills and we are proud that our students develop high-value skills, access great experiences and relationships which prepare them for success in life and work. Our students' achievements are consistently positive and a very high proportion progress to positive destinations on completion of their studies.

This agreement outlines how we will continue to ensure that our student, staff, employer, partner, and community needs are met. Understanding and responding to the needs of our stakeholders is a key element of the College's strategic plan (2023-28) and these priorities are embedded within our Annual Accountability Statement.

I hope you find this information useful and if you would like to know more about the College and its work, please feel free to get in touch.

## John Rees

CEO and Principal, DN Colleges Group.



# Purpose

DN Colleges Group is committed to working towards our common vision of:

**“Transforming our Communities Through Learning”**

This reflects our belief in the transformative power of learning and is reflected in our mission, to provide:

**“Outstanding education and training that enables students to develop their full potential; meeting personal, social, economic, and community needs”**

This vision is supported by a set of values that underpin how we operate every day across our organisation. Across every team and department, we follow core values that guide our decision making, our interactions and our approach to challenges and opportunities.

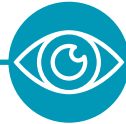
These values are a fundamental part of DN Colleges Group, as we aspire to deliver outstanding and inspirational teaching and learning for our students every day.

- **Ambition:** to achieve the highest standards
- **Support:** a caring, safe and inclusive environment
- **Partnership:** collaborative working to achieve shared goals
- **Innovation:** we use our initiative and are agile in finding creative solutions
- **Responsibility:** we take individual and collective responsibility
- **Equality:** we work with integrity and are open, honest and respectful of each other



# DN Colleges Group Strategic Plan 2023-28

In July 2023, the College adopted a new and long-term strategic plan framework which set out the direction and ambition for the next five years. The strategy focuses on four key themes:



## Pillar 1: Curriculum Vision

**Learners live a larger life and expand their horizons through exceptional learning experiences.**

### **We will achieve our vision through:**

- Excellence in technical and academic learning in their chosen sector
- Development of knowledge, skills and behaviours for success in life and work beyond the technical curriculum
- Experiential learning and collaboration
- Embedded employer and employment interactions
- Showcasing their skills for the future
- Learning beyond the classroom setting



## Pillar 2: Outstanding Quality and Service

**Learners make excellent progress across the whole of the curriculum offer and at all levels, and their academic and vocational achievements are consistently positive and progression to chosen destinations is second to none.**

### **We will achieve our vision through:**

- Delivering outstanding customer service throughout the learner (customer) journey
- Seeking and acting on feedback and improving our whole group communication.
- Ensuring College systems and processes deliver a 'First Time Right' approach removing barriers and enabling success.
- Fostering an internal culture of continuous improvement, personal development, training and service excellence to support highly effective teamwork and delivery of College objectives





## **Pillar 3:**

### **Good Growth**

The responsive, innovative and valued curriculum is in high demand, courses are well matched to current and future needs and as a result, the College has achieved managed growth and maintained its capacity to reinvest for the future.

#### **We will achieve our vision through:**

- Delivering a future focused curriculum offer, driven by a clear understanding of demand and opportunity
- Engaging employers directly in the design, development and delivery of learning
- Embedding the learner entitlement into curriculum design to create a point of difference for DN Colleges Group students
- Embedding market demand and recruitment plans into curriculum strategy and planning
- Investing in strategic relationship building for growth and development
- Delivering directly to our customers; only using partnerships where there is a clear strategic business case to do so



## **Pillar 4:**

### **A Commitment to People, Partnership, Place and Planet**

The College is recognised for its role as an anchor institution and key partner in the places we serve, we deliver our mission by engaging with partners internally and externally to make it happen.

#### **We will achieve our vision through:**

- Building a group while retaining a local focus in each of our core communities
- Becoming a catalyst for raising aspirations leading to greater engagement and better life chances for our communities
- Taking a lead role in the development of the education and skills system in our places and widening community access and progression through partnership working
- Equipping all students to make good decisions around the environment and sustainability in life and work
- Developing a clear and long-term curriculum vision in construction, engineering and environmental science to provide a distinct 'green skills' offer
- Ensuring the College's buildings and infrastructure are developed and managed to minimise their environmental impact and used to enhance the learning of green skills
- Enabling our people to succeed by fostering an internal culture of continuous improvement, personal development, training and service excellence

# Context and Place

DN Colleges Group (DNCG) is a key contributor to education and skills across South Yorkshire, North Lincolnshire and the Humber. Our campuses consist of Doncaster College and University Campus Doncaster (DC/UCDon) in Doncaster, North Lindsey College (NLC) in Scunthorpe, University Campus North Lincolnshire (UCNL) in Scunthorpe, and our Humberside Energy Skills Training Academy (HESTA) satellite centre in Hull. Both main campuses are also part of Institutes of Technology – Greater Lincolnshire as a member, South Yorkshire as a lead provider and member.

DNCG's provision is significant in both its breadth of curriculum offer and volume of learners. Our offer spans Entry level to level 7 across Apprenticeships, Education Programmes for Young People, Adult Education, Higher Education and students with SEND. In 2023/24 we had over 14,000 students on programme across more than 1000 courses.



## Qualifications – highest levels of attainment

	South Yorkshire %	Greater Lincolnshire %
Level 4	38.4	32.6
Level 3	62.7	52.7
Level 2	81.8	79.3
Level 1	85	84.9
Other	4.1	5.2
No qualification	10.9	9.9

Just over half of the population in our region has a level 3 qualification and this is reflected in our extensive HE offer to increase levels of attainment beyond level 4.

## Employment

	South Yorkshire		Greater Lincolnshire	
	No.	%	No.	%
Working Age Population (16-24)	911,800		466,800	
In Employment/Self-Employed	660,400	72.4	348,900	74.7
Unemployed (seeking work)	25,300	2.8	14,900	3.2
Economically Inactive (aged 16-24)	226,100	24.8	103,000	22.1
of which 'want a job'	42,400		15,100	

Engaging with those seeking entry to employment, or preparing to re-enter the labour market is a key priority for DN Colleges Group.

Note: data derived from NOMIS/ONS National Population Survey

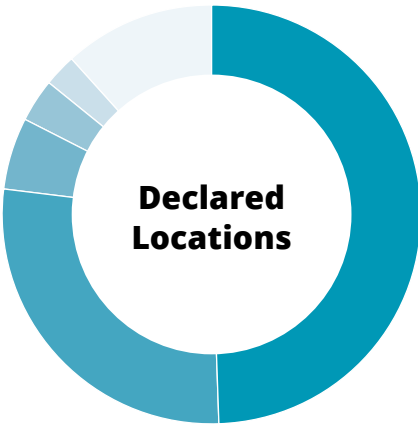
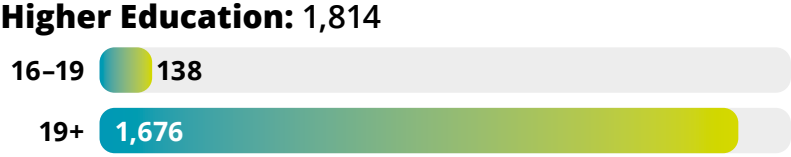
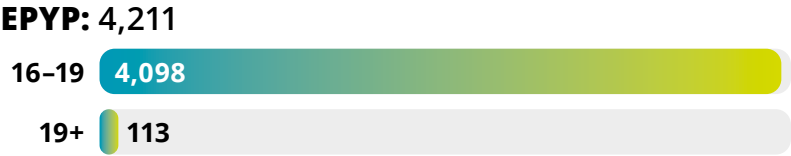
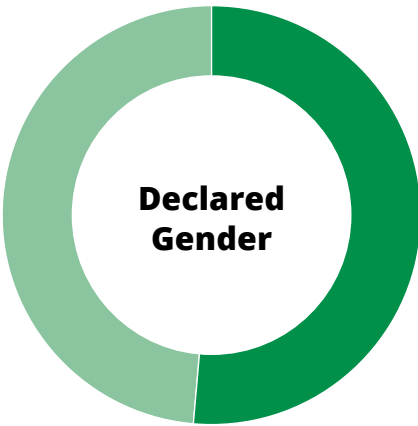
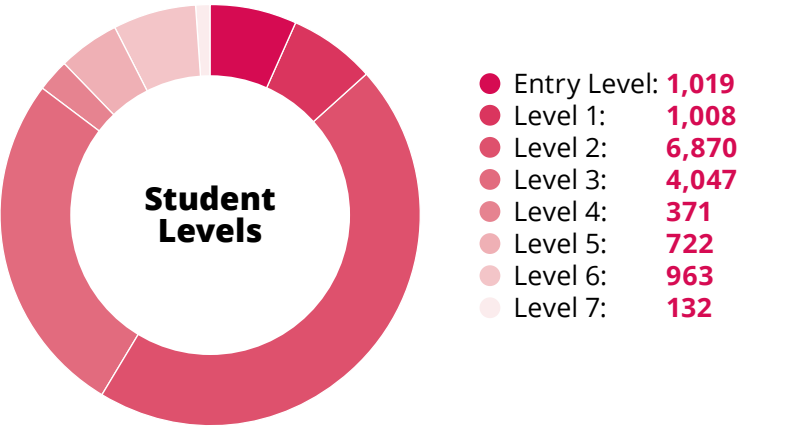
## Catchment area

DNCG's reach spans a large area across the three counties it resides, and each location (whilst having many similarities in its offer), has nuanced provision that links to those settings. For example, our HESTA site in Hull focuses solely on Green Energy and is reflective of the Humber corridor and the employers in that area (i.e. Siemens), whilst our campus in Scunthorpe has a healthy number of land-based courses and students, reflective of Lincolnshire's rural nature.

Our Doncaster campus has a significant ESOL (English for Speakers of Other Languages) offer, which links to the volume of international students coming into the city because of its rail links.



# Our Students (2022–2023)





# Approach to Developing the Annual Accountability Statement

**DN Colleges Group and its leaders and managers have worked hard to forge close relationships with a vast number of stakeholders within its localities. Across South Yorkshire, Greater Lincolnshire and Humberside, the group has amassed a client/partner portfolio of more than 800 organisations across Employer, Civic, Community and Education/Training Provider cross-sections of society.**

## Strategic Plan

Our 2023-28 Strategic Plan has been developed through extensive consultation with Staff, Students and Employers, to a backdrop of Government priorities, LSIP (Local Skills Improvement Plan) report outcomes, City of Doncaster Council and North Lincolnshire Council's respective Skills Plans and Chamber membership feedback. The creation of this Strategic Plan, and particularly projects 3.1 (The DNCG 'Skills Service'), 3.2 (Intelligence Informed Planning) and 4.3 (Working with our Partners) from within it, link directly to how we continue to, and intend to improve on how we, serve our communities with the skills they need to thrive.

## Engaging with stakeholders

DNCG utilises multiple information sources to shape its curriculum offer. Data gleaned from these sources is regularly updated and continually shared across the organisation to allow us to react to short and medium-term

demands, whilst informing our long-term strategy and curriculum offer.

## Employer engagement activities

- **Employer forums** – such as 'Business Doncaster' where business of all sizes from across the city come together to discuss all things Engineering and Construction; or the Centre of Excellence Care Hub, where employers and providers in the health sector come together to review training needs and policy.
- **Training Needs Analysis** – our dedicated Employer Engagement Team offer a free service to all businesses within our regions. Recommendations are made on the best training solutions for their skills needs and data is tracked for gaps where provision does not exist.
- **Surveys** – surveys are sent to our employer-customers regularly to gain feedback on not only how we did, but what else we can do.
- **LMI** – real-time job vacancy data is analysed through a world-class software to provide thousands of data points showing 'in-demand' technical and soft skills and where emerging gap trends are forming.
- **Events** – DNCG hosts events throughout the year where employers are invited in to view our facilities, meet our teaching staff, and provide feedback on their organisation's skills needs.

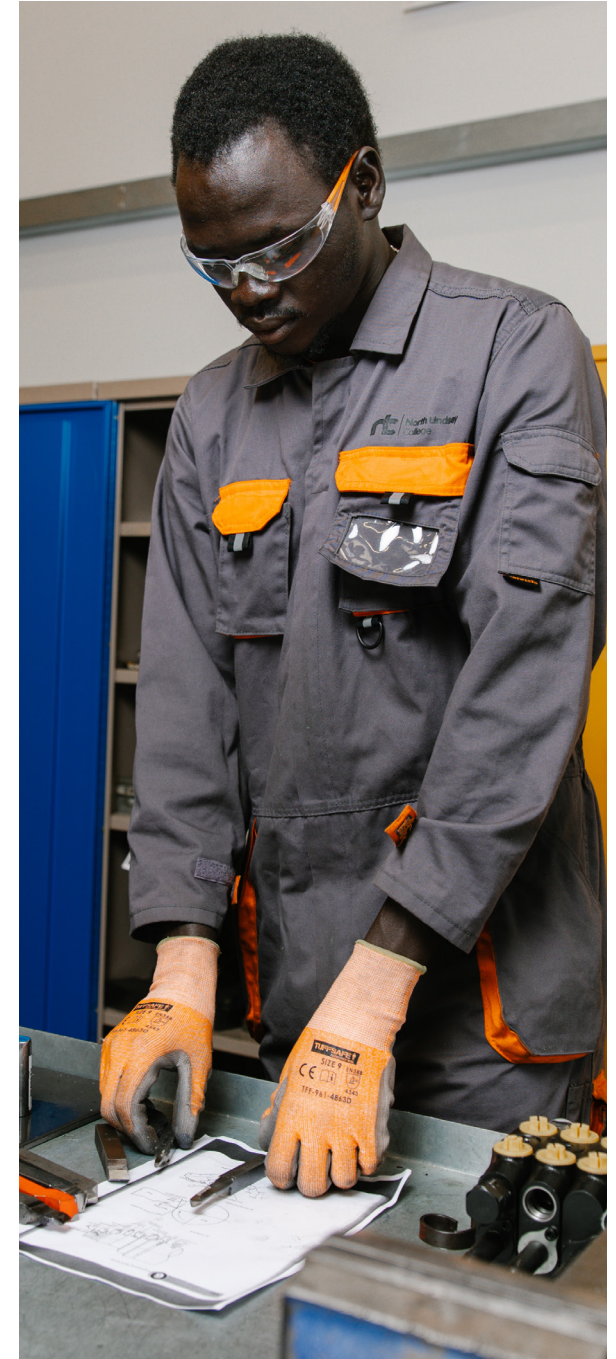
## Our outreach activities

- **Children's University** – each year, our HE (Higher Education) campuses run a children's university where hundreds of parents and children come onto campus and take part in various activities, culminating in a 'graduation' and certification ceremony for each child. This encourages parents onto campus who might be looking to upskill or change career whilst inspiring the next generation.
- **School liaison** – we engage with over 130 schools in our localities, of which more than 90 regularly see applications to join our college each year. Activities include school talks from our apprenticeships team, careers team and our HE recruitment team (Sixth Form specific) as well as open days and activities.
- **Forest School** – DNCG are the main provider for Forest School training in Doncaster and the wider area, with the addition of two settings in Scunthorpe. Forest School is a child-centred inspirational learning process, that offers opportunities for holistic growth through regular sessions. It is a long-term program that supports play, exploration and supported risk taking outdoors. It develops confidence and self-esteem through learner inspired, hands-on experiences in a natural setting.

## Working with local planning/steering groups

**DNCG is part of many local planning groups across its regions which include:**

- North Lincolnshire Skills Transformation Board
- Team Doncaster Executive and Working Groups
- Doncaster Education and Skills Steering Group





# Contribution to National Regional and Local Priorities

## Meeting needs

### Self-assessment report (SAR) judgements

*“The College is making a strong contribution to meeting skills needs. DNCG continues to work closely with a wide range of key stakeholders to achieve its strategic objectives”*

**Criteria 1:** leaders and managers engage very effectively with employers and other relevant stakeholders to understand the skills needs of the local, regional and national economy, and plan their curriculum accordingly.

**Criteria 2:** leaders and managers involve employers and other relevant stakeholders very effectively in the design and implementation of the curriculum to prepare learners for future education, employment or work.

**Criteria 3:** leaders and managers are very clear how they contribute to skills needs.

**Criteria 4:** leaders and managers ensure that the curriculum is planned and taught effectively, so that learners and apprentices learn the skills they need.

## Priority sectors

	DNCG Delivery	National Priority	SYMCA (South Yorkshire Mayoral Combined Authority) Priority	GLLEP Priority
Health and Social Care	●	●	●	●
Haulage and Logistics	●	●	●	●
Engineering	●	●		
Construction	●	●		
Manufacturing	●	●	●	●
Science and Mathematics	●		●	
Agri-Tech and food	*	●		●
Life Sciences	●			
Energy	●	●	●	●
SEND	●		●	
Visitor Economy	●	●	●	●
Defence and Security	●	●		●
Digital and Technology	●	●	●	

\* not a land-based college

## Collaborative projects

	South Yorkshire	Greater Lincolnshire	Hull & East Yorkshire
Skills Development Fund	●		●
Local Skills Improvement Fund	●	●	●
Skills Injection Fund	●	●	●
Skills Injection Fund 2	●	●	●
Community Renewal Fund	●	●	

📄 See “Appendix” on page 16 to download the [Regional Accountability Statements](#)



# A Look Forward to 2024/25

DN Colleges Group is focused on its mission to achieve 'good growth' through Pillar 3 of our 2023-28 Strategic Plan, with a future-focused curriculum offer through intelligence informed planning. Employer engagement, student entitlement and a market demand are at the forefront of this endeavour.

Planning for 2024-25 is well underway and early signs suggest another year of growth is likely.



## Headline Recruitment Figures:

	Actual	Planned	
Provision Type	2023/24	2024/25	Growth %
EPYP	4835	5135	6%
Apprenticeships (new starts)	815	885	9%
Adult Education	5521	5687	3%
HE	1733	1820	5%
<b>TOTAL</b>	<b>12904</b>	<b>13527</b>	<b>5%</b>

## Achievement Rates:

	Predicted	Target	
Provision Type	2023/24	2024/25	Improvement %
EPYP	88%	88%	0% *
Apprenticeships (new starts)	60%	62%	2%
Adult Education	86%	90%	4%
HE	80%	82%	2%
<b>TOTAL</b>			<b>4%</b>

\* Already at a high level

## Destinations

After successful collection of destination data for 16-18 students, which resulted in 92% of them having positive destinations, we will extend the data field to Higher Education, Apprentices and Adults so we can be confident that our curriculum intent is being realised and most students are making progressive steps in their lives. We strive for 90% to progress to a positive destination.

## Higher Technical Qualifications and Degree Apprenticeships

### Higher Technical Qualifications

DN Colleges Group has strategically committed to developing curriculum that enables excellence in technical education and directly aligns with National Skills Priorities. Within Higher Education, a range of Higher Technical Qualifications (HTQs) have been developed to bridge identified skills gaps within the South Yorkshire and North Lincolnshire localities. During the 2023-24 academic year, delivery commenced for HTQs in Digital Technologies and Construction, adding to the Health HTQ (Higher Technical Qualifications) that was launched during the previous academic year. Furthermore, DN Colleges Group sought and received approval to deliver a range of new HTQs across Engineering starting from September 2024, aligning with iFATE deployment phases. All HTQs are incorporated within the Lincolnshire Institute of Technology and South Yorkshire Institute of Technology, respectively.

### Degree Apprenticeships

DN Colleges Group has successfully offered a degree apprenticeship within the Business provision for several years. During the 2023-24 academic year, DN Colleges Group participated in and successfully secured funding through a competitive bidding process with the Office for Students to enhance the degree apprenticeship portfolio across Higher Education. As a result of this successful outcome, DN Colleges Group is currently developing six degree apprenticeships for initial delivery in September 2025. These degree apprenticeships are situated within priority areas that align with National Skills Priorities in Health, Environmental Science, and Bioscience

## Learner Entitlement

As part of the strategic plan in Pillar 1 - there will be an Outstanding Learner Entitlement developed that ensures every learner at every level receives an entitlement to access knowledge, skills, and behaviour development for success in life and work beyond the technical curriculum and this is embedded into all curriculum design.



# Aims and Outcomes



## Pillar 1: Curriculum Vision

Learners live a larger life and expand their horizons through exceptional learning experiences.

### Projects:

- **Project 1.1:** Outstanding Learning Entitlement
- **Project 1.2:** Excellence in Teaching, Learning and Assessment

### Example KPIs:

- All learners will get an additional two qualifications related to their career path by 2024/25
- All learners will have the opportunity to access a minimum of 30 hours work experience
- Through our IoTs, expand access to Higher Technical Qualifications by introducing new provision in Digital and Engineering



## Pillar 2: Outstanding Quality and Service

Learners make excellent progress across the whole of the curriculum offer and at all levels and their academic and vocational achievements are consistently positive and progression to chosen destinations is second to none.

### Projects:

- **Project 2.1:** Excellence in Learner Services and Support
- **Project 2.2:** Enhancing Business Systems and Information
- **Project 2.3:** Enhancing Digital Infrastructure

### Example KPIs:

- Sustained destination capture for all provision types by 2024/25
- Continue to invest in state-of-the-art learning environments and industry standard technology in priority areas



## Pillar 3: Good Growth

The responsive, innovative and valued curriculum is in high demand, courses are well matched to current and future needs and as a result, the College has achieved managed growth and maintained its capacity to reinvest for the future.

### Projects:

- **Project 3.1:** The DNCG 'Skills Service'
- **Project 3.2:** Intelligence Informed Planning
- **Project 3.3:** Enhancing the Student Recruitment Model

### Example KPIs:

- Launch two new degree-level apprenticeship programmes in priority sectors in 2025/26
- Expand and re-establish new productive and purposeful stakeholder groups to support curriculum planning and learner entitlement in 2024/25
- Continue to adopt all relevant T Levels as they become available



## Pillar 4: A Commitment to People, Partnership, Place and Planet

The College is recognised for its role as an anchor institution and key partner in the places we serve, we deliver our mission by engaging with partners internally and externally to make it happen.

### Projects:

- **Project 4.1:** Colleague Engagement
- **Project 4.2:** Greening our College
- **Project 4.3:** Working with our Partners

### Example KPIs:

- Develop a decarbonisation strategy for our Doncaster Campus
- Open a new net-zero campus in North Lindsey in 2025/26
- Launch a new colleague feedback functionality in 2024/25



# What this means...



## For our Students

- A curriculum experience which prepares them for success in life and work. Learners will leave DN Colleges Group with a set of high value skills and experiences which they can confidently demonstrate to future employers and other partners.
- As a result, DN Colleges Group graduates at all levels are seen as the first choice in the labour market and they make rapid progress in their careers. Students' achievement and progression rates are outstanding leading to positive destinations and futures.



## For our Partners and Places

- DN Colleges Group is recognised as an essential partner and a leader in the skills system. Employers and other strategic partners recognise that they can influence curriculum design, development and delivery. They see the College as a key strategic partner and as an essential asset for addressing long term skills needs.
- Other strategic partners (Civic, Community, Employer Representative Bodies, Education providers) recognise and value the role that the College plays as an anchor institution in our places and the wider contribution we make to our communities.
- We are actively engaged as a first option when seeking cross-partner collaboration.



## For our People

- Our vision provides the basis to drive a long-term curriculum development cycle. Changes to the portfolio are managed through a process which integrates market demand insight and drives recruitment and engagement activity.
- The curriculum vision, strategy and plan provide the lead for our wider supporting and enabling services and our capital plans.
- People are enabled and supported by high quality and accessible systems, processes and development
- As a result, the College achieves sustainable growth, success and security for the institution and its people in the long-term.

# Corporation Statement

**The DNCG Corporation Board have reviewed how effectively the College currently meets local skills needs and how future skills needs will be met.**

The Board have concluded that the College is currently highly effective in meeting “The Local needs Duty” and are assured that the College’s approach will continue to keep pace with changing needs in the future.

To reach this judgement, the Board have undertaken the following actions:

- Evaluated the approach and impact to meeting local needs through the College’s Self-Assessment process
- Embedded the meeting of needs within the College strategic plan under Strategic Pillar 3 (Good Growth)
- Supported pro-active engagement with other providers to ensure the College is working as part of a collaborative system approach
- An evidence-based review, with the senior leadership team in May 2024

# Appendix

## Regional Accountability Statements:



(click to download PDF's)

## Regional LSIP's

- 📄 [South Yorkshire LSIP](#)
- 📄 [Greater Lincolnshire LSIP](#)
- 📄 [Hull & East Yorkshire LSIP](#)

**Angela Briggs**  
Chair of Governors  
Date: 28th June 2024

**John Rees**  
CEO  
Date: 28th June 2024

# Siemens Gamesa Renewable Energy

**The partnership between DN Colleges Group and Siemens Gamesa underscores a shared commitment to excellence, innovation, and sustainability. As a leading global player in renewable energy, Siemens Gamesa brings invaluable expertise and resources to the table, while our college serves as fertile ground for nurturing talent and fostering academic excellence.**

In our pursuit of academic excellence and industry relevance, DN Colleges Group has embarked on a transformative journey to shape curriculum offerings that precisely align with the evolving demands of the wind energy sector, particularly the requirements of Siemens Gamesa's wind turbine apprentices. Through a collaborative and iterative process, we have worked closely with Siemens Gamesa to understand their specific skill needs, industry standards, and technological advancements, ensuring that our curriculum remains at the forefront of innovation and relevance.

Recognising the importance of hands-on learning experiences in preparing apprentices for the rigors of the wind industry, we have integrated practical training modules into our curriculum framework. Drawing upon Siemens Gamesa's expertise and resources, we have developed immersive learning experiences that simulate real-world scenarios, allowing apprentices to apply theoretical concepts in practical settings and gain invaluable insights into the operational complexities of wind turbines.

The opportunity for our apprentices to train within Siemens Gamesa's world-class facility provides them with a distinct advantage as they prepare to embark on their careers in the wind industry. Equipped with cutting-edge technology, industry-standard equipment, and expert guidance from seasoned professionals, our apprentices are immersed in an environment that mirrors the real-world challenges and complexities they will encounter in their future roles.



# Doncaster and Bassetlaw Teaching Hospitals

**DN Colleges Group has maintained a cohesive and robust working relationship with Doncaster and Bassetlaw Teaching Hospitals (DBTH) for more than seven years. Together, we have developed a streamline apprenticeship pathway into nursing, spanning from entry-level through to level 6.**

The established pathway apprenticeships include Level 2 Health Care Support Worker, Level 3 Senior Health Care Support Worker, and Level 5 Assistant Practitioner, which progresses to a Nursing Associate Higher Education apprenticeship. Through the collaborative development of this pathway into Nursing, we have created an attainable ladder of opportunities for students, Trust employees, and the broader community, thereby helping to ensure a future-ready workforce for the Trust.

Demonstrating their commitment to the success of the apprenticeship program, DBTH has seconded two specialist staff members to our college. These professionals support workshops, one-to-one sessions, and progress reviews.

Currently, DBTH has 106 apprentices enrolled with us across various disciplines, from management to administration. Additionally, we are providing standalone maths and English qualifications to 45 staff members seeking to enhance their skills for progression.

Our enduring partnership with DBTH paves the way for the success of our apprentices. DBTH actively supports and participates in our events and open evenings, and the achievements of our current and former apprentices highlight the strength of this positive collaboration.

## Appendix Case Study

# World of Work

**The collaborative relationship between DN Colleges Group and World of Work (WOW) aims to upskill candidates who are looking to develop a career in the construction industry and combat the long-term unemployment levels in Doncaster.**

The development-focussed programme, which is also supported by Job Centre Plus (JCP) and St Leger Homes, guides candidates in identifying and reaching their career aspirations and provides them with a unique opportunity to gain hands-on experience several construction trades such as joinery, brickwork, painting and decorating and groundwork. This comprehensive exposure equips them with a well-rounded understanding of the real-world trials they will likely face in their future careers.

DN Colleges Group recognises the skills shortages within the expanding construction sector - and the impact it is having on many organisations - and is committed to supporting all students utilising the World of Work initiative. Students work with industry-standard materials in our spacious and modern workshops, which emulate real working environments, and receive expert guidance to develop the crucial skills and knowledge that will assist them in securing full-time employment.

Approximately 70% of construction companies require their employees to hold a relevant Construction Skills Certification Scheme Card (CSCS). In the past year, DN Colleges Group has successfully delivered the Level 1 Health & Safety in a Construction Environment qualification to all the WOW participants and assisted each in obtaining a green CSCS industry card, thus ensuring immediate employability.



## High-Performance Centre (HPC)

**The High-Performance Centre (HPC) is a cutting-edge rehabilitation and sports performance facility located at the heart of the Eco Power Stadium in Doncaster and operated by DN Colleges Group HE Sports Science students, who are based at the Doncaster University Campus.**

The stadium serves as the home ground for Doncaster Rovers, Doncaster Belles, and Doncaster RLFC. The HPC – whose mission is to empower athletes of all levels by providing accessible, elite-level sports therapy and science support – engages with its partners through two distinct categories: professional athletes and community engagement.

Working with professional athletes from Doncaster Rovers 1st team and Doncaster Rugby League, to name just a few, exposes our students to real clients and services they will be providing in their future careers, including sports massage and fitness assessments. In addition, our partnership with the Doncaster Culture & Leisure Trust allows our students to deliver sports massage and therapy at the Doncaster Dome twice a week where they gain real-world experience by working with a diverse range of clients within the community.

The High-Performance Centre's commitment to stakeholder collaboration ensures that the group's curriculum remains relevant, evidence-based, and responsive to the needs of both elite athletes and the wider community. We are committed to enhancing performance, well-being, and success for athletes in Doncaster and beyond, fostering a culture of excellence in sports.