



Accountability Agreement 2023 - 2024



Inspiring futures through lifelong learning



Statement of Purpose:

Thurrock Council's Adult Learning Service, Thurrock Adult Community College, provides learning opportunities that improve people's lives and outcomes, enable people to participate in their communities and support growth and prosperity in Thurrock.

Vision: Inspiring Futures through Lifelong Learning

Mission: To make an impact on the communities where we live and work



Values

This mission is underpinned by an ambition shared throughout Thurrock to be one brilliant team, demonstrating our shared values: [Proud](#), [Ambitious](#), [Compassionate](#), [Empowered](#), [Collaborative](#) and [Inclusive](#)

Governors and staff at Thurrock Adult Community College work to a set of core values that will help to achieve this mission and drive us to our ambition to deliver an outstanding adult education service that will meet the needs of all residents.

Strategic Objectives

We have identified four key themes that will underpin the evolving role of adult and community learning into the future and ensure that Thurrock Adult Community College remains focused on

providing an “outstanding” service to all its residents and communities. We will follow our operational Quality Improvement Plan to deliver these outcomes.

Curriculum	Quality	Partnership	Efficiency
Drive participation in adult learning by developing a vibrant and relevant community-focused curriculum offer.	Provide learners with the highest standards of learning and personal attainment that ensures the learner experience is the best it can be, valued and confirmed as outstanding by our local partners and national agencies. [All learners will have access to everything the college has to offer.]	Developing effective relationships with key partners to deliver our strategic ambitions for Thurrock's employers and residents.	A digital-first approach to providing the most effective, efficient and best value services for all of our users.

College intent

Leaders and managers have designed and planned a broad curriculum offer with the intent to develop the knowledge, skills and behaviours that learners need to take advantage of the considerable opportunities for employment both within Thurrock and in the surrounding areas.

Context and Place

- Situated on the north side of the River Thames bordering Essex, Kent and East London, Thurrock is an area of great contrast and unique opportunities.
- The Thurrock geography includes the towns of Grays, Tilbury, Purfleet-on-Thames, Corringham and Stanford-le-Hope.
- Thurrock is an area of national and international strategic significance, which accounts for the high percentage of transport, ports and logistics, retail and construction sector presence.
- The economy has continued to grow, and the area is potentially more attractive to private sector investment than in many areas.
- The riverside location is also a significant asset with three international ports.
- Although there are jobs requiring high level qualifications, many in sectors such as logistics and construction are at level 2/3 and below.
- Thurrock has a well-balanced mix of beauty and business with billions of pounds of investment planned for homes, jobs and infrastructure.
- Industrial parks line the A13, all within driving distance of the major London airports.
- 70% is green belt with nature reserves, heritage locations and sites of special scientific interest.

Key Borough Statistics

- Total population 176,000.
- Percentage change in population between 2011 and 2021 Thurrock 11.6%, East of England 8.3%, UK 6.6%
- Total number of adults aged 16-64 (working age) is 112,464 (63.9%)
- Total number of economically inactive people is 58,432 (33.2%)
- Total number of unemployed people (including full-time students) is 5,632 (3.2%)
- Percentage of households including a lone parent in Thurrock increased by 2.4%. The largest rise in the UK.
- 8 wards in Thurrock are in the top 20% most deprived areas in England.
- Total number of people with no qualifications is 38,016 (21.6%)
- Thurrock has a disproportionately high number of residents without level 2 qualifications 59,488 (33.8% against national average of 27.8% and regional average of 29.7%)
- Total number of people with L3 as their highest qualification is 28,512 (16.2%)
- Thurrock is a diverse borough with 23.3% of people from Black and Minority Ethnic Groups.
- 35 minutes by train to the City of London
- 26,000 new jobs and 32,000 new homes needed within 20 years
- Business growth – 1,310 new businesses over the last 5 years
- Leading centre in ports & logistics, retail and creative industries
- Location of one of 8 Freeports – Thames Freeport
- Thurrock Council is one of the largest local employers with over 2,500 staff – 67% of whom are residents

* Data from Census 2021

Thurrock Adult Community College reaches approximately 1400 adults across Thurrock each academic year. Opportunities include skills development at L2 and below in Essential Skills and L3 and below in Vocational Qualifications as well as a small apprenticeship programme and Community and Family Learning.

Planning Approach

The College's annual planning cycle starts with a detailed analysis of national, regional and local priorities consulting with the Council's Economic Development Team, the Local Enterprise Partnership and this year with the Chamber of Commerce, through the development of the Local Skills Improvement Plan.

An analysis of Thurrock's skills needs is developed through the Thurrock Skills Implementation Plan and the College increasingly works with other training providers in Thurrock to develop a collaborative curriculum.

Stakeholder surveys are conducted with Employers, partners, community groups and residents.

College leaders and managers are represented in key stakeholder groups as identified in the diagram below which ensures local needs are identified operationally and strategically.

The curriculum team develops the final curriculum approved by the Governing Body and Thurrock Council colleagues.

Adult Education; Curriculum Drivers

National policy, funding, and regulatory frameworks

The FE White Paper published in January 2021 shows the FE and Skills sector's direction of travel, indicates what is likely to be funded from the public purse and therefore what the key national drivers for adult education are likely to be. The key message is that FE and Skills education and training should provide a clear line of sight to jobs, with the emphasis on putting employers and employment at the heart of the post-16 education system.

The role of adult education within the system in the short term will be focused on supporting people back into work, especially those who have lost, or will be losing, their jobs due to the pandemic, often in mid-life, reskilling and retraining them so that they can develop new careers in local priority economic growth sectors.

Developing the nation's employability also includes looking after people's mental wellbeing and physical health and this will continue to be a key aspect of the adult and community learning offer, paid for through the Community Learning grant part of the Adult Education Budget.

Regional and Local Policy Drivers

South East LEP Skills Strategy 2018-2023

An employer led partnership
approach to skills for a flourishing,
inclusive economy

Association of South Essex
Local Authorities (ASELA)
Growth and Prosperity Prospectus

› Opportunity South Essex
Economic Growth Strategy for
South Essex



Backing Thurrock

A five year strategy for economic
recovery, resilience and a return to
growth

Brighter Futures Developing Well in Thurrock

The Brighter Futures Children's
Partnership Strategy 2021-2026

Thurrock Health and Wellbeing Strategy

Our vision for improving the
health and well-being of Thurrock
people is to **add years to life and
life to years.**

	Strategic Aim: Drive participation in adult education by developing a vibrant, relevant and accessible curriculum offer that meets the needs of Thurrock's residents and employers.	
We will develop a curriculum that:	Aims and objectives	Impact and/or contribution towards national/regional and local priorities for learning and skills
Supports residents to upskill and develop soft skills and behaviours that employers have identified	<p>Design and deliver an inclusive curriculum in Essential English, ESOL, maths and Digital skills that develops confidence and resilience and enables residents to take advantage of local employment opportunities.</p> <p>Develop a "pathways to work" programme to support adults entering and returning to the labour market</p> <p>Embed a focus on employability skills throughout the curriculum that equips people with the skills they need and builds aspiration to work.</p>	<p>Help shape a co-ordinated offer to residents through the Thurrock Skills Plan and with South Essex College and through the Essex Provider Network</p> <p>Develop a "One Stop Shop" in Tilbury in collaboration with Inspire Thurrock and Thurrock Freeport to provide a co-ordinated and collaborative curriculum that pilots a 'pathways to work' programme for adults.</p> <p>Pilot the use of Skills Builder Universal Framework in Essential skills and vocational skills courses (initially 10%)</p>
Supports people to engage in sectors where there are jobs	<p>Work with employers to co-design and deliver programmes that lead to guaranteed job interviews.</p> <p>The transition to a low carbon economy will require the re-skilling and upskilling for existing members of the workforce with training in green skills.</p> <p>Design and deliver contextualized vocational programmes for ESOL learners in priority sectors.</p>	<p>Deliver 12 programmes in priority sectors in partnership with employers.</p> <p>Embed sustainability units in selected programmes to raise awareness of the skills required for the green economy. (35% in 23/24)</p> <p>Create 8 pilots across 4 priority sectors (Childcare, Teaching Assistants, Health and Social Care, Logistics)</p>
Supports people to retrain or upskill and move out of insecure employment and into inclusive employment	<p>Work more closely with DWP and employers to develop and design courses that support older people to retrain or upskill. Retrain those that are unemployed or in insecure employment.</p> <p>Build teaching capacity in the Adult Community Learning and voluntary sector by developing and promoting courses that engage new professionals.</p>	<p>75% of DWP referrals engage in first steps learning. 35% of those referrals progress onto accredited learning.</p> <p>Provide funded places, using community learning funding, for Voluntary and Community Sector employees and volunteers to undertake the L3 Education and Training qualification (Y1 - 6 places)</p>

	Make links with those businesses that identified a need for first line management / supervisory roles.	Pilot an offer of L3 Team Leading and Coaching and Mentoring courses
Reduces digital disadvantage	<p>Reduced number of adults with no essential digital skills.</p> <p>Improved outcomes for adults in terms of access to online services, access to employment opportunities and health inequalities.</p>	<p>Develop a digital skills pathway in collaboration with the Backing Thurrock Skills Implementation Group.</p> <p>Collaborate with libraries and improve referrals from council departments, community groups, employers and DWP to develop targeted engagement and progression opportunities for people that are struggling to engage online.</p> <p>Increase enrolments in digital curriculum by 20%</p>
Supports the wellbeing and mental health of residents through access to learning in the community	<p>To be a preferred provider to support with delivery of the Think Family priorities, including Family Hubs funding</p> <p>Supporting local people to take advantages of the growth and redevelopment opportunities in and around the Borough</p> <p>Work in partnership with DWP to develop bespoke programmes aimed at supporting female claimants to improve their wellbeing and/or mental health</p> <p>Increase access to IAG opportunities. Support One stop shop initiative in Tilbury</p>	<p>Develop curriculum that supports Think Family initiative</p> <p>Pilot New Directions with Enterprise and Employability course for Women.</p> <p>Residents will have access to impartial and free training and careers advice and guidance within their community</p>
Reduces social isolation through access to learning within communities	Collaborate with community partners to support people new to Thurrock to understand how to navigate and access services and become part of the local community. (Feedback from community partners identifies a need for people new to Thurrock to understand how to navigate and access services and become part of the local community).	Building on ESOL conversation clubs and Welcome to the UK initiative, co-design and deliver a pilot programme to provide early intervention that helps people to integrate, thrive and give them the knowledge and confidence to contribute to the local community. Develop and train a team of volunteers to facilitate ESOL conversation groups

	<p>Raise awareness of jobs and growth across Thurrock and the area's size, scale, national and international significance as well as provide impartial, high-quality careers advice and where possible broker links between employers and job seekers.</p> <p>Build a diverse and inclusive economy and reduce inequalities in accessing jobs, focus on vulnerable groups.</p>	<p>Develop 'Introduction to ...' courses in key sectors including the Green economy in conjunction with key stakeholders (EDSP/Backing Thurrock/Freeport)</p>
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Corporation Statement

On behalf of the Governing Body of Thurrock Adult Community College, it is hereby confirmed that the plan as set out above reflects and agreed statement of purpose, aims and objectives as approved by the Governing Body in their meeting on 3rd May 2023.

The plan will be published on the College's website within three months of the start of the new academic year and can be accessed from the following link:

Accountability Agreement

Supporting documentation

[Backing Thurrock Action Plan](#)

Thurrock Skills Plan

[Thurrock Health and Wellbeing Strategy](#)

Brighter Futures Strategy

[Essex Local Skills Improvement Plan](#)

Latest Ofsted report

Thurrock Adult Community College – plan on a page



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Signed by.

Neil Woodbridge. Chair of Governors