

# The College of Haringey, Enfield and North East London

## Course information

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Apprenticeships First is a recruitment agency which places apprentices with employers. For more information call 0800 678 3000 or visit [www.apprenticeshipsfirst.com](http://www.apprenticeshipsfirst.com)



# Annual Review 2010-11

Focus on Success



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Paul Head, Principal and Chief Executive

## Welcome

As we reflect on 2010-11, we realise how much the College has accomplished in such a short time and the huge variety of events, activities and initiatives that we have taken part in. We have two large Centres in Haringey and Enfield. This not only gives us a greater sphere of influence than many, it also means we can offer more communities vocational training, leading to enhanced employment opportunities.

We began the academic year with our keen focus on recruitment and success. In December 2010, we were notified of our Ofsted inspection. Our staff worked hard to ensure that the reports, data and information the inspectors requested were all instantly available. We received positive comments and we have worked tirelessly and effectively to improve in the areas identified in the report.

The College continues to invest heavily in facilities and resources. The Hub, at our Enfield Centre, our one-stop-shop for learner services and welfare, was completed in June. Work has also begun on our new purpose-built Construction workshop, which means that our Enfield Centre will be able to meet significant local need for Construction training. At Tottenham, we completed the refurbishment of our superb Style Zone salons in July. Our Hairdressing and Beauty students now train in state-of-the-art salons, which can also be enjoyed by local people who want to try out excellent and economically-priced hair and beauty treatments.

Our mission is to bring real and positive change to the lives of people living in North East London. As a vocational college, we have a huge role to play in defining the future careers and employment of thousands of learners. As a respected employer that invests in and values our staff, we are essential for local economic wellbeing. We strive to create an environment, which is of benefit to all, and to do this we will provide a voice for our region.

We will continue to work with all our partners to provide education and training to contribute to the employment and engagement of our communities.



Keith Brown, Chairman of the Corporation

**Paul Head**  
Principal and Chief Executive

**Keith Brown**  
Chairman of the Corporation

# Our Vision and Values

## Our Vision

Our mission is to help individuals, employers and our community to succeed by providing outstanding education and training.

At our heart are our high expectations that serve the community of the Upper Lea Valley, promote social inclusion and economic prosperity through the provision of education and learning, and above all enhance the life experience of young people and adults and help them expand their aspirations in life.

## Our key values and beliefs are:

- We will strive to embed all aspects of equality and diversity into our corporate culture and operating practices
- We will ensure a safe and healthy environment for our staff and learners and will actively participate in those initiatives which seek to promote good role models for staff and learners
- We will actively promote the voice of the learner and respond positively to those suggestions which improve learner participation, involvement and performance
- We will actively seek and respond to the views of key stakeholders including staff, employers and the wider community
- We will ensure success for all our learners and increase aspirations

## Our Strategic Themes 2011-12

- Develop and promote our provision for vocational skills and employment skills, for young people and adults
- Improve the quality of our provision
- Improve learner satisfaction and the learner experience to outstanding
- Develop efficient and effective business support systems
- Develop and support our staff to achieve our strategic objectives



# Our Governors 2011 - 2012

## External Governors

### Mr K Brown - Chair

Chair of Governors; Director of Great Gaddesden Wines; Partner of Prescience Media 2; Trustee of Tottenham Grammar School Foundation and New Star Pension Scheme; Former Director of New Star Institutional Managers

### Ms E Mould - Vice Chair

Vice Chair of Governors; Project Manager Harlow Education Consortium; Director Greek and Greek-Cypriot Community of Enfield

### Mrs J Bax

Board Member Greig Trust and College Arts; Trustee of Jackson Lane Arts and Community Centre; Voluntary Finance Manager Ambit Magazine; Former Member of Haringey Council

### Mr F Ellis

Trustee of Haringey Race Equality Council (HREC); Haringey Community Regeneration Network and Afro Caribbean Leadership Council; Chair Haringey Community and Police Consultative Group (HCPCG); Trustee Age Concern

### Cllr D Goddard

Member of Enfield Council; Cabinet Member for Business and Regeneration Former Assistant Director of Corporate Development; Enfield Local Education Authority

### Cllr G Meehan

Member of Haringey Council; Former Leader and Deputy Leader of Haringey Council

### Mr S Mehmet

Chair Haringey Traders Association; Independent Advisor Group (Metropolitan Police); Member of Haringey Community Engagement Team; Governor South Haringey Junior School

### Reverend Nims Obunge

Minister in Charge Freedom's Ark Church; Chief Executive Peace Alliance; Deputy Lieutenant Greater London

### Ms Adrienne Rudkin

Former Director of Finance, London Business School and University of Cambridge

### Ms E Santry

Governor of Haringey Sixth Form Centre; Former Councillor of Haringey Council  
2002- 2010

### Ms Claire Sullivan

Assistant Director of Employment Relations and Union Services with the Chartered Society of Physiotherapy; Member of the Industrial Injuries Advisory Council –  
Department of Work and Pensions

### Ms Helen Wilson

Information and Communications Manager, Enfield Council; previously Primary School Teacher; Advisory Teacher for Primary Assessment and Records of Achievement; Curriculum Advisor and Head of Research and Information

## Principal and Chief Executive

Mr Paul Head

## Student Governors

### Scott Perkins

Student Governor

### Aketa Desai

Student Governor

## Staff Governors

### Mr H Patel

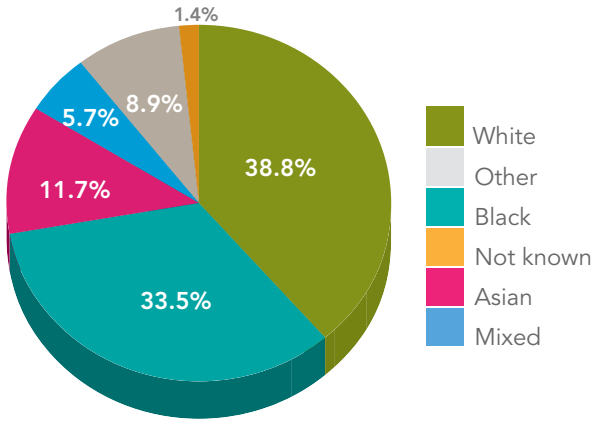
Staff Governor

### Ms L D'Cruz

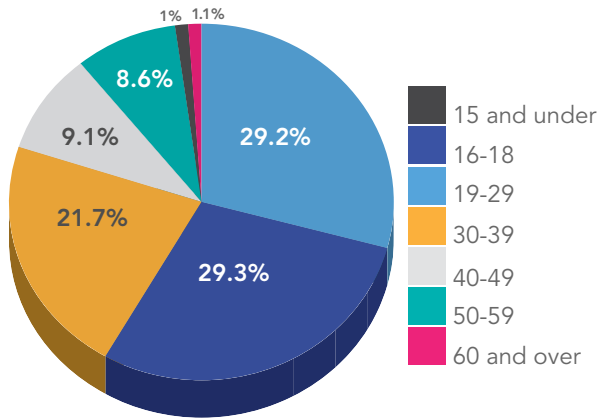
Staff Governor

# Our Learners

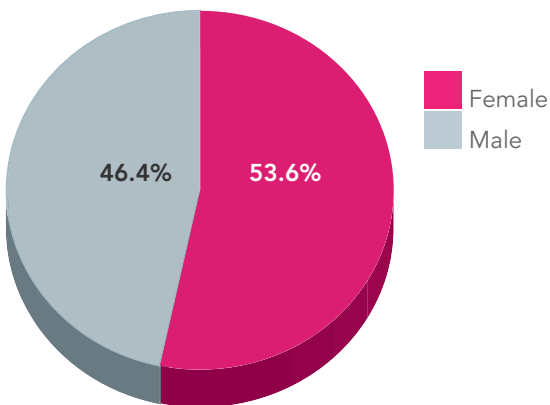
## Ethnicity - all learners



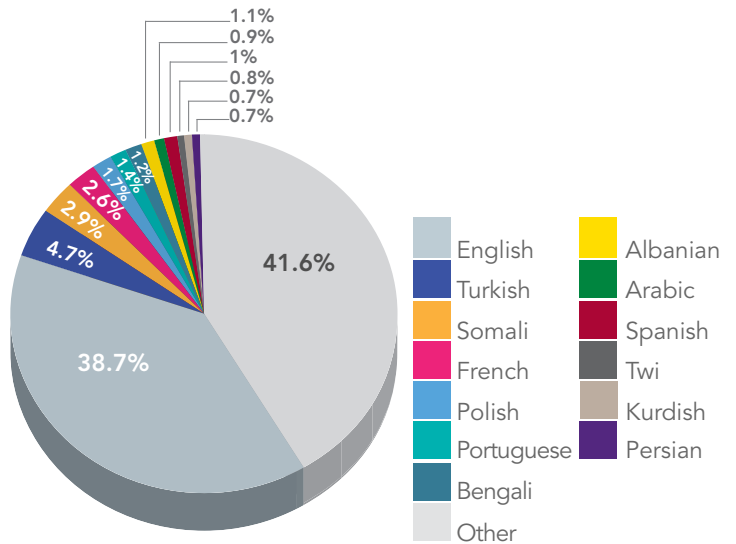
## Age



## Gender

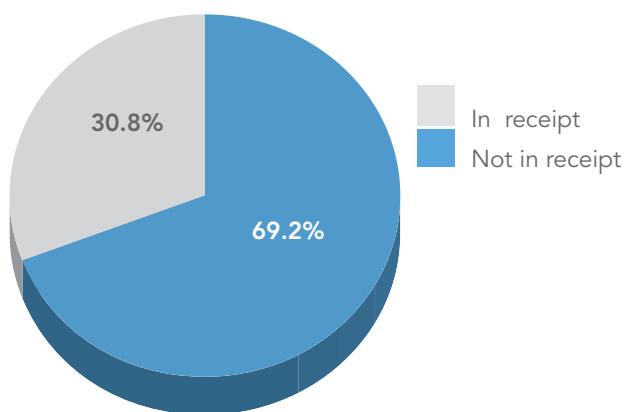


## Languages spoken

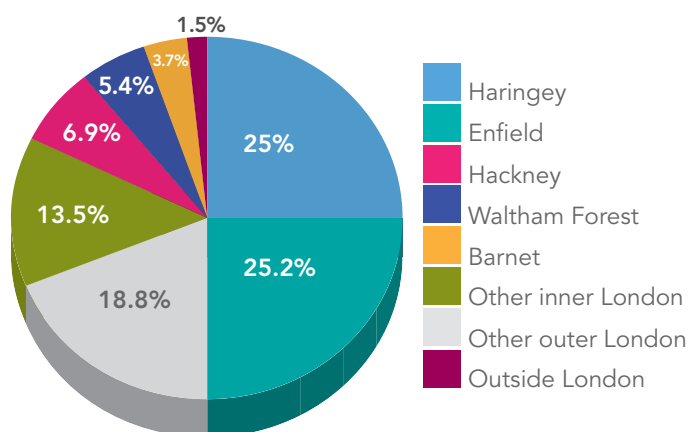


A total of 103 languages are spoken by our learners

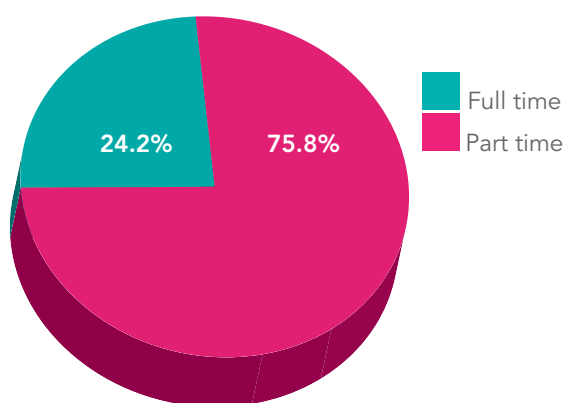
## EMA Receipts 16-18 year olds



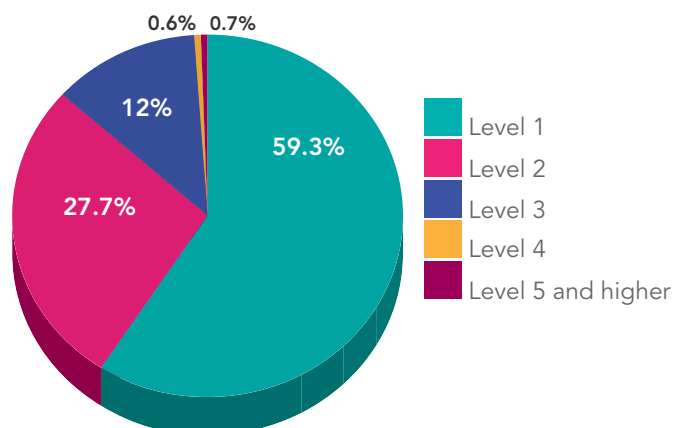
## Location



## Type of attendance



## Level of study



## Student profiles



My course really challenged me creatively. I was inspired by my teachers and classmates and now I am going to study graphic design at top art school Central Saint Martin's."

**Mehmet Erk,**  
Art and Design BTEC  
Diploma Level 3

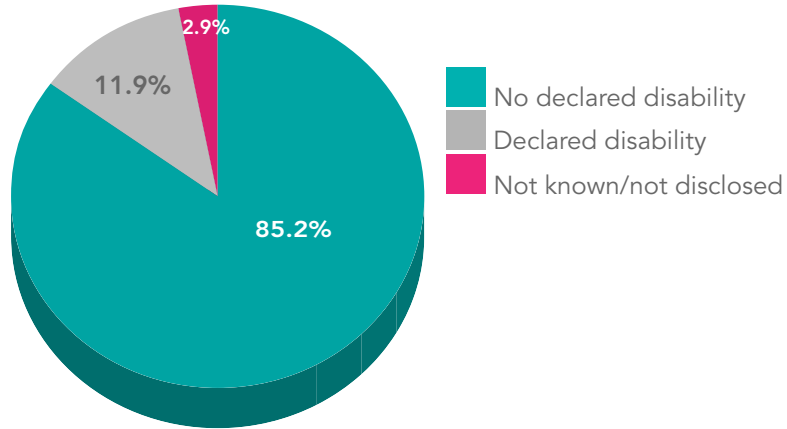


I enjoy working in an office environment and eventually want to work in HR, so the College advised me to study Business. I am in the first year of a two year course, I like working on projects with the whole class and especially like the team building exercises."

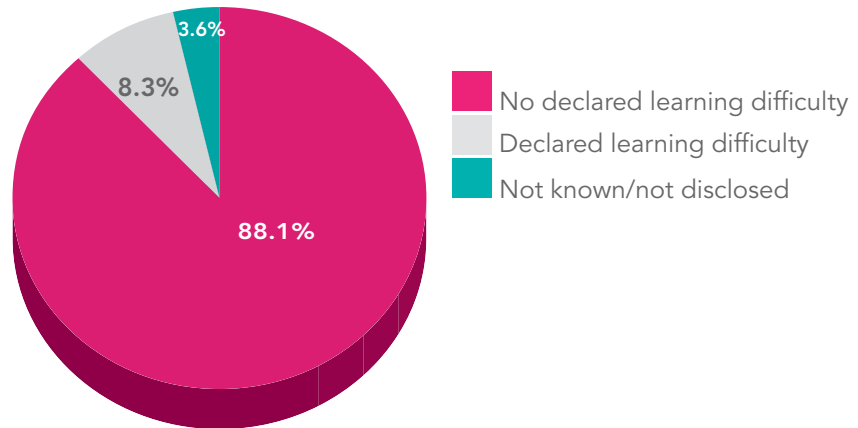
**Lauren Kyriacou**  
Business BTEC Diploma  
Level 3

# Our Learners

## Disability



## Learning difficulty



## Our Learners' Success

Last year's success rates saw our overall results improve by 4.3%, rising above the national average. Our 16-18 year olds improved by 10% and 19+ by 2.4%. These results were reflected across the curriculum and success rates in eleven of our curriculum areas improved particularly at Level 1 and Level 2.

Science and maths improved, staying above national average and delivering a three year improving trend, resulting in the area becoming a Grade 1. This means its provision is of outstanding quality. GCSE Maths and English results keep improving with a 92% pass rate for GCSE English, and almost 75% achieving grades A\* – C. In GCSE maths we had a 100% pass rate with almost 50% of students achieving an A\* – C grade.

Travel and Tourism also improved from the previous year with a 92% success rate. Our learners' international trip to Dubai, coupled with participation in workshops delivered by leaders in the sector, contributed to their achievement.

In recognition of the quality of our Travel and Tourism courses, in 2011 we became the first College in the country to achieve the coveted Business Excellence in Education (BEE) endorsement from the Institute of Travel and Tourism (ITT).

Our Football Academy in partnership with Boreham Wood Football Club, showed very good success rates for learners with the Academy. The Football Academy Under-19s team won the English College's Cup and became National England Colleges champions in 2011.

The College ran courses in Event Stewarding throughout 2010 – 11 for almost five hundred learners with a 96% success rate. These learners will be able to seek employment at major sports events. If they go on to successfully complete the Door Supervisors conversion course before March 2012, they will be guaranteed an interview to work at London 2012.

ICT and Computing continue to be above national average with an improvement of 5% compared to the previous year. Many of our learners progressed on to top universities, including King's College, London.

The School of Business remains strong and our work with the Career Academy has led to excellent links with employers and to internships for our learners with leading blue chip companies.

As well as our excellent links with employers, contributing to our success, is our expanding apprenticeships offer. Overall our apprenticeship framework has a 74% success rate, and an 85% success rate at Level 3. In addition our Train to Gain results have improved by more than 3% to 89%.

Sound progress has been made in improving and monitoring the quality of teaching and learning. We have also been working to improve our processes by consolidating systems and embedding ownership and accountability across centres in the now established merged College.

Learners from a wide variety of backgrounds, abilities and ethnic origins are increasingly successful in improved confidence, self esteem and skills across the broad range of the College's work.



# Supporting Our Learners

## Student profile



When I came here I didn't speak much English so I enrolled on an ESOL course at the College. After studying it for two years I think I'm quite good now. The students and teachers work you hard and you meet a lot of new people."

**Kumar Moradi**  
ESOL 16-18

- The College has strong partnerships with a wide range of external agencies, schools, employers and community groups, which has a positive impact on provision for our students.
- The College prides itself on catering well for students' welfare and students value highly the support they receive from their teachers and other staff. They make good use of a wide range of specialist services, including mental health support, financial advice and careers guidance. Inspectors judged 'The work undertaken by the College's support services, including welfare and mental health specialists, in liaison with external agencies, is pivotal in helping many students overcome the barriers they face so that they can remain at College and gain a qualification'.
- Equality and diversity are promoted well, drawing very effectively on the College's rich cultural and linguistic mix. Students feel that the College is a safe environment where everyone is treated with respect, whatever their background.
- The College ensures that students are safe, and that young people and vulnerable adults are protected. The College provides a safe haven for students in the context of a challenging inner-city environment.
- Students benefit from comprehensive enrichment activities to develop their personal, sporting and social lives. Equality and diversity is promoted well. Learners are effectively supported via initiatives such as the Peer Learning Mentoring System, through comprehensive enrichment programmes and the BRACE group (Building Relationships Across Cultures Everywhere).
- The promotion of equality and diversity is good. The College provides many opportunities for learners to raise awareness of working and living in a multi-racial society.

## Safeguarding

Safeguarding and the health, safety and welfare of learners are effectively prioritised. These procedures are comprehensive and assure learners' safety and security. Appropriate and extensive checks are made on the suitability of adults to work with young people and vulnerable adults. Learners are well informed about risks and most have the knowledge and understanding to make informed choices about their safety, health and well-being. They also have a good understanding of their rights and responsibilities. 86% of our learners are confident that any concerns they raise are taken seriously and are addressed effectively.

## Our Achievements

This selection of news stories gives a flavour of the incredible range of activity that makes up College life. It is only a fraction of the good news from the year – to read more from the archives, or to find out the very latest news from the College, visit our website at [www.conel.ac.uk](http://www.conel.ac.uk).

### Student film launches council mobile phone service

A film, made by one of our Animation students is being used to promote a new Haringey Council mobile phone service.

The film made by Nkakini Echeonwu, who is studying Animation BTEC Level 3, promotes a service that allows residents to monitor air quality.

The free sign-up service called AirTEXT sends text messages when air pollution rises and is targeted at people with respiratory difficulties and heart or lung problems.

To find out more about AirTEXT, visit: [www.airtext.info](http://www.airtext.info)



Nkakini worked hard on the film, which is being displayed in doctors surgeries across Haringey

### First college in UK to get Travel and Tourism Institute's training in excellence

The College of Haringey, Enfield and North East London is the first College in the country to achieve the coveted Business Excellence in Education (BEE) endorsement from the Institute of Travel and Tourism (ITT).

An award previously held only by universities, the Institute is reaching out to colleges to ensure they achieve the same levels of excellence in professionalism and customer service for the Travel and Tourism industry.

The endorsement means that the College will now be able to offer many unique and exciting development opportunities for its learners which will enhance their prospects of going to university and of getting the best Travel and Tourism career opportunities.



The award means students at the College are getting the best possible training



Apprentices visit Beijing's most famous landmarks

## College builds on best practice in Beijing

Four top apprentices, an employer and members of staff from the College travelled 5000 miles to develop vocational training and education links in China. The aim of the trip was to share construction teaching techniques at partner college 'Jinyu Polytechnic' in Beijing.

Over seven days the construction apprentices - Luke Woodall, Andrew Walsh, Ashley Poole, and Dave Wood – spent time interacting with students and visited some of China's most famous landmarks, including The Great Wall of China, The Forbidden City and the Birds Nest Olympic Stadium.

This is the second year the College has visited Jinyu Polytechnic, which teaches students manufacturing and construction and aims to develop new materials. However it was the first time students have attended and been given the chance to experience vocational studies in another country.



College Students win award for Enterprise Week 2010

## Students scoop national award for Business Enterprise Week

Nine College students returned triumphant in November 2010 with an award for 'The Best Business Enterprise Idea for London Schools and Colleges 2010'.

The group of students entered the awards, run by the Institute of Directors' (IoD) Central London Branch as an initiative for Business Enterprise Week.

The College students beat off stiff competition with their prototype of a photoframe, which allows viewers to see a specially treated photograph from both sides of the frame. Known as C' Fru the students have created a variety of the frameless frames which allow customers to see their pictures from either side.

The judges, comprising IoD Chartered Directors and Members, and Angels Den, a leading Angel investment network - were wowed by the students' attractively presented prototype.

As well as being impressed with the innovative product, which Angels Den is interested in presenting to its investors, they were also impressed with the highly professional business plan, excellent attention to corporate image and a great attitude towards team working.

## Students meet Captains of Industry

Four of our Business students were invited to meet Marks and Spencers chairman, Sir Stuart Rose, and chief executives from other leading UK businesses as part of 'The Prince's Seeing is Believing' programme run by Business in the Community (BITC).

Leidy Camilo, Stephen Mafolabomi, Ryhan Anwar and Egzon Aliu, who all recently graduated from their Business BTEC Level 3, were chosen to meet the captains of industry as part of their role in the College's Career Academy.

As well as the chance to meet a variety of people from the world of business, the Academy offers students a six week paid internship with a leading international company.



Student, Egzon Aliu (Left ) talks to Sir Stuart Rose

## French students on study exchange visit the College

The College welcomed over 40 French students who came to find out about health and care education in England.

The students who are learning at Lycee Edmond Michelet in Etiziche – a small town in western France – sat in on several classes throughout the day, meeting students and finding out how they are taught.

Health and Care students studying French at the College put their language skills to good use by translating - playing a vital role in the success of the visit.

The students shared experiences and exchanged emails so they could continue to share best practice and experiences in the future.



French students with Head of Health, Care and Early Years, Gulshen Raif (centre)

## College's Football Academies U-19s England College champions

Members of the PASE Football Academy at the College of Haringey, Enfield and North East London became national champions earlier this month when they competed against college academies across the country.

The College's team won the national Under-19 England Colleges Cup and gained the coveted title of National England College Champions. Four of the players, Bradley Fraser, Jordan Lawal, Charlie Hunter and Ruddock Yala, were also selected for the England Colleges' Under-19s team, which makes a total of seven players from the Academy who have represented the National English Colleges' or England Schools' Team in the past two seasons. This is more than any other college academy. The Academy, which is a partnership between Boreham Wood FC and the College, is part of the Programme for Academic and Sporting Excellence (PASE). Under the scheme, Football Academy members play semi-professional football, while also studying at the College for a vocational qualification in either sports or construction.



The team celebrated victory at becoming under 19s England College champions



Daniel Nicholson-Porter played the sophisticated, well-educated torturer

## Performing arts students in Harold Pinter's 'One for the road'

Over three days, alternative cast members from the Performing Arts (Acting) Diploma BTEC Level 3, played the parts of prisoners; a husband, a wife, their child - and the chilling interrogator each one of them faced.

Dramatic back projection set the context for real life infamous prisons worldwide, such as Abu Ghraib and Guantanamo Bay, intercut with video art of the performance and players.

The students who have now completed their course have gone to some of the best performing arts courses in the country, including Regents College London and Mountview Academy of Theatre Arts.



Assistive Technology tutor, Sandra Fox, has introduced Jermaine to software that allows him to complete assignments successfully

## Panorama dad studies youth work at College

Student and father, Jermaine Jones - who featured in Panorama's 'Britain's Missing Dads' recently completed his Youth Work Apprenticeship at the College and is working towards becoming a qualified youth worker. He featured in the programme as a father who shares custody of his young daughter and is trying to improve the quality of their lives.

Jermaine, who has dyslexia, struggled with reading and writing at school. Since enrolling at the College and receiving additional support from the College's study skills centre, he has gradually learnt how to study using assistive technology.

To watch Jermaine in 'Britain's Missing Dads' visit: [www.youngdads.tv/2011/01/britains-missing-dads-panorama](http://www.youngdads.tv/2011/01/britains-missing-dads-panorama)



Level 3 Beauty students were on hand all day providing low cost treatments

## College holds fundraisers for major charities

The School of Hairdressing and Beauty Therapy held a series of hair and beauty events offering the public treatments at unbeatable prices, while raising money for Victim Support and Clic Sergeant.

For a minimum donation of £2, visitors received everything from mini manicures and anti-ageing treatments to hair braiding and blow drying. In total the students raised over £1000.

## College's Learners Visit Poland

A group of learners from the College visited Poland late last year as part of the Comenius Programme, a European project that encourages friendship and understanding between different countries and cultures.

Seven learners, accompanied by staff member Anthony Robinson, spent three days in Poland's second city, Krakow. As well as visiting young people from a local school and sitting in on English language lessons, they had a tour of the historic city and were treated to traditional Polish food, song and dance. They even journeyed up into the snowy mountains nearby for a traditional sleigh ride.

The visit made headlines locally with the group being filmed by a local TV station and featured in a full-page piece in the local newspaper.



College learners pictured with Polish students

## Apprentice tailors train at Savile Row

Two of the College's apprentice tailors are learning their time-honoured trade from the world's very finest.

Based at the Maurice Sedwell's, Savile Row Academy, Paul White and Eithen Sweet are gaining the garment-making skills; which have taken tailors on the Row centuries to perfect.

Both self-confessed dedicated followers of fashion, Paul and Eithen cannot believe their luck and hope to work on Savile Row once they are qualified making the handmade suits for which tailors there have become so famous. As apprentices they earn £95 a week to train, while others may have to pay many thousands of pounds to acquire the same level of expertise.



Apprentices Paul White, Eithen Sweet and Savile Row Academy Principal, Andrew M. Ramroop OBE.

## Apprentices meet Minister at Queenswood Medical Centre

Apprentices, Bianca Pierre and Louise Lever, met Lynne Featherstone, Member of Parliament for Hornsey and Wood Green and Equalities Minister, as she toured Queenswood Medical Centre, where they are both completing their apprenticeship.

Lynne Featherstone's fact finding visit was to find out more about the importance of apprenticeships to local people in gaining work and training, as well as the beneficial role apprentices play for local businesses.

Bianca and Louise, who attend College one day a week to study for their apprenticeship in Business Administration started working for the local surgery in 2010. Both apprentices described their experiences to Lynne Featherstone and had the opportunity to tell her how they'd benefitted.



Paul Head, College Principal and Chief Executive, Sue Welsh, National Apprenticeships Service, apprentices Bianca Pierre and Louise Lever, Lynne Featherstone MP and Equalities Minister



College Learners (L-R) Marina Demetris, Dora Spanos, Sruti Suchak and Andreea Cretu at the Shanghai Expo.

## College learners travel to Expo 2010 in Shanghai

Ten College learners studying Business and Travel & Tourism jetted off to Shanghai to see a grand gathering of the world's cultures at Expo 2010.

'Better City, Better Life' was the theme of this huge world exhibition in which every continent and country was represented by a series of enormous pavilions.

As well as visiting the pavilions of Expo 2010 the group also explored Shanghai. The learners visited the city's bustling markets, Shanghai's Oriental Pearl Tower, which at 468m is the world's third tallest TV tower, People's Square and the well off residential areas.

The College delegation presented their findings and fascinating experiences from Expo 2010 and their travels throughout Shanghai to the College's Principal, Vice-Principal and their fellow learners.



Six of our students have been volunteering at the Markfield Conservation Project based in Haringey

## College gets involved in Student Volunteering Week

The College held a series of activities and information fairs as part of Student Volunteering Week in February.

Organisations spoke to students about volunteering and how to get involved, as well as running several volunteering initiatives.

Our supported learning students worked with British Trust Conservation Volunteers as part of the Markfield Conservation Project based in Haringey.

## Learner Satisfaction

A strong emphasis is placed on feedback, which is highly positive across the College.

Our learners show high rates of satisfaction with key aspects of the College's provision.

The College provides a welcoming and safe environment for all learners, 96% say they feel safe at the College, which is a 1% improvement on the previous year.

- 96% are satisfied with the quality of teaching and learning
- 96% say they feel safe at the College
- 95% are satisfied with their course
- 95% say they are treated with respect
- 92% say tutorials helped them with their course
- 93% say they would recommend their course to a friend
- 92% say they would recommend the College to a friend
- 97% say their teachers helped them to settle on their course



## Employer Satisfaction

Employer satisfaction is consistently high from large employers and from SMES.

	08/09	09/10	10/11
Employer Satisfaction Rate	96%	99%	99%
Successful impact of training	97%	97%	94%
Successful handling of enquiries	90%	99.6%	99.6%

# Our Strengths



The Hub - Enfield Centre

## The College has many strengths and some of these are highlighted below:

- Good success rates in Science, Sports, Education and Training, Modern Languages, Trade Union Studies, Business and ICT, which are particularly high in Travel and Tourism
- High success in Train to Gain and Advanced Apprenticeship provision
- Comprehensive and well supported enrichment opportunities
- Strong partnerships with a wide range of external agencies, schools, employers and community groups have positive impact on our students
- Good care, advice and guidance for all students
- Highly inclusive and safe environment fosters culture of mutual respect
- Significant progress in managers applying quality assurance procedures to raise the performance of staff and students
- Highly effective financial management

## What Our Learners and Partner Employers Liked

In our Ofsted January 2011 report, our learners and partner employers identified aspects of studying and working with the College that they particularly liked.

Learners liked:

- Their supportive and helpful teachers
- The quality of resources for learning
- The positive ways in which teachers recognised their cultural diversity

Employers liked:

- Good and effective communication with the College
- Good pastoral support for trainees
- The flexibility and responsiveness of the College for specific training

# Our Strengths

## Winning new contracts

In 2010 the College was awarded a European Social Fund contract to deliver the Response to Redundancy Programme. This was successfully managed and concluded this year by meeting all contract targets.

Following our success, we have now won a further contract 'Skills Support for the Unemployed'. The contract, which was won by competitive tender, provides training for the unemployed, equipping them with the skills to apply for job opportunities on the Olympic site.

## Partnership working with JCP

We are further developing our excellent working relationship with Job Centre Plus to offer opportunities to work on the Olympic site, as well as providing clients with general training to improve their ability to get back into the job market.

Further work with Job Centre Plus has resulted in the College successfully reshaping its offer to provide training to over 2000 learners on active benefits. This is in response to the Government's commitment to developing the skills agenda - a key focus for the College.

Following the recent social unrest that affected Tottenham Job Centre, its staff are now housed in the College's Tottenham Green and Enfield centres.

## Growing our apprentices

Our work based learning provision is growing and in 2010 we secured a further contract with a London Borough to recruit and train apprentices in Business Administration. In 2010, we trained almost 1000 apprentices at the College - a 50% increase on 2009/10.

Our apprenticeships are delivered with a diverse number of organisations including; Fashion Enter, Maurice Sedwell - Savile Row, Silvertrack Training and Homes for Haringey.

One of the strategies to increase the number of apprenticeships has been to establish an Apprenticeship Training Agency to support SMEs who may be reluctant to employ an apprentice directly. There are currently 93 apprentices employed through our Apprenticeship Training Agency, 'Apprenticeships First'.



College's end of the year Fashion show

## Our Work with Employers



Working with employers is an important part of the College's contribution to our community and to the local and national economy. Key employers we work with include: Ardmore Construction, NHS Trusts, Local Authorities, Quadron Services (horticulture and grounds maintenance) and housing associations, such as Peabody.

Raising skills levels in the workforces of the hundreds of employers that we work with provides an invaluable boost to economic growth and output. Our dedicated Employment Engagement Team has a wealth of experience in this area, and a reputation that is second to none in the sector.

The quality of our training was reflected in the fact that the College was awarded the prestigious Training Quality Standard (TQS) Award – a former benchmark for workplace training that was rigorously assessed and difficult to achieve.

The College has also developed its work in partnership with Job Centre Plus, extending help and training to local people who have been affected by the recession and unemployment. The key to success in this area is to be flexible and responsive to the needs of businesses and communities. Our team has proved themselves to be supremely innovative and adaptable this year, searching out new opportunities, developing new offerings and finding productive collaborations. Over 1000 apprentices are now being trained at the College.

In partnership with Lewisham College we run an Apprenticeship Training Agency (ATA) called Apprenticeships First. This means we are able to directly employ apprentices, placing them with suitable host employers. Many of these employers are SMEs who give valuable workplace training to our apprentices. The ATA works just like a recruitment agency and Apprenticeships First matches apprentices to employers and vice versa.

Apprentices will play a key role in revitalising the nation's economy, and as ever we plan to be at the heart of that achievement.

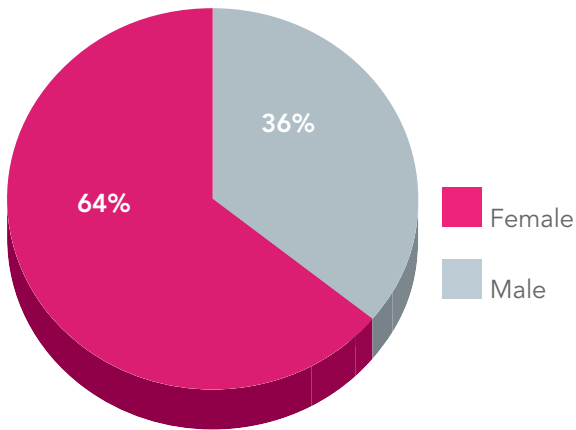
The range of apprenticeships we offer includes: construction and related trades; hairdressing and beauty therapy; youth work, childcare and teaching assistants; business administration; customer service; horticulture; cleaning and support services, sports and active leisure, railway engineering, team leading and accounting.

Our new apprenticeship pathways include: IT practitioners, lab technicians, fashion apparel and accounts.

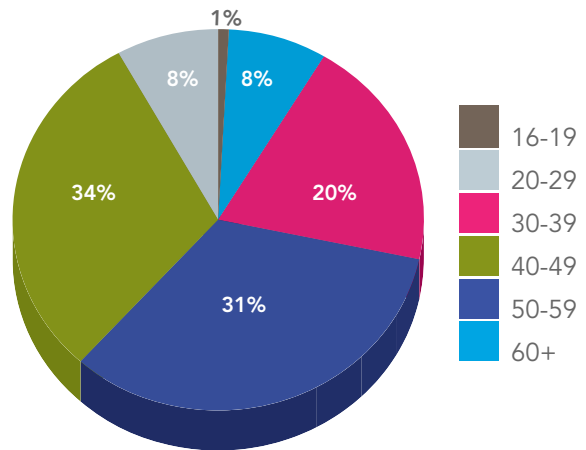
Our apprenticeships range in level from intermediate to advanced, and to higher, which is at undergraduate level.

# Our Staff

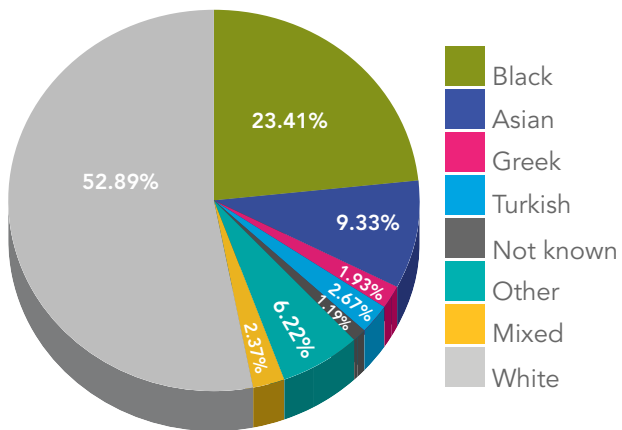
## Gender



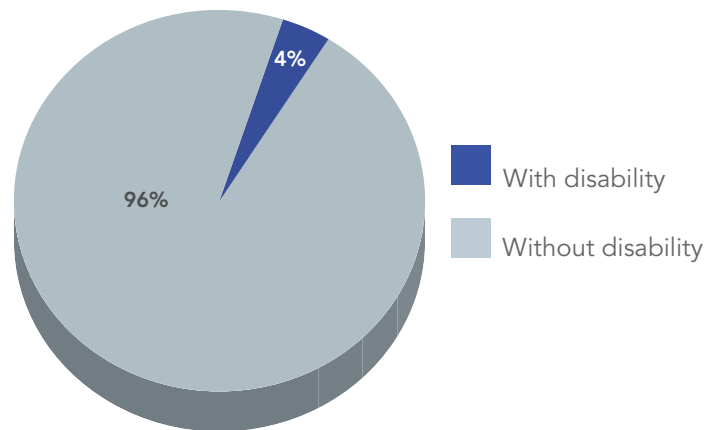
## Age



## Ethnicity



## Disability Status



# Our Partnerships



## Canterbury Christ Church University

The College has teamed up with Canterbury Christ Church University to deliver the Diploma to Teach in the Lifelong Learning Sector (Level 5). This course sits in the Teacher Education curriculum area and is offered at both the Tottenham and Enfield Centres. The course is validated by the Canterbury Christ Church University, which is based in the county of Kent and has an excellent reputation for higher education, particularly for teacher training.



## Birkbeck, University of London

We are very proud of our partnership with Birkbeck, University of London. As a specialist provider of part-time evening courses, Birkbeck has a real understanding of widening participation and access to study. Thanks to our partnership, we can offer our learners a direct route to Birkbeck, which is one of the UK's top universities. Two courses (offered at the Tottenham Centre) are validated by the university, this includes a Psychology Certificate of Higher Education (Level 4) and Higher Education Introductory Studies Certificate of Education (Level 4).



## Middlesex University

Middlesex University is a large London tertiary institution with a fantastic reputation. Our College has valuable links with Middlesex University for courses in Construction and the Built Environment, as well as Health, Care and Early Years. These courses range from housing, to counselling, youth work and early childhood.



## Boreham Wood Football Club

Boreham Wood Football Club is a non-league community club in the Ryman Premier Division. In 2003, the club set up a scheme to help young footballers reach the highest pinnacle of their profession and get good training in a trade or profession.

That's why the College has teamed up with the Club to offer excellence in Sports or Construction training alongside the opportunity to have footballing skills nurtured to the highest level.



## Career Academies UK

We are in our second year as a Career Academy provider, with membership open to learners who are studying a Level 3 Business Diploma.

Members get the opportunity to gain valuable work experience with a six week internship in a global or regional business. The programme also includes one-to-one mentoring with employers and regular workshops hosted by business partners.

Career Academies demonstrably improve students' achievement and attainment. Almost 90% of graduates progress on to higher education or into a job with an equivalent level of training.

# Our Accounts and Financial Figures

The College's financial position remains robust with cash balances of £16 million and general reserves of £29 million at 31 July 2011. The income and expenditure account is in respect of continuing activities; the College reported a consolidated surplus of £1,088k.

The College has significant reliance on the SFA/YPLA as its principle funding source. In 2011, the SFA/YPLA provided 84% of the College's total income, compared with 82% in the previous year.

The provider financial management assurance audit carried out as part of the College inspection in January 2011 by the SFA found the effectiveness of the College's financial management and governance framework to be good, full assurance.



# OUR FINANCES

## Summary of income and expenditure account

	<b>2011</b>	<b>2010</b>
<b>Income</b>	<b>£000</b>	<b>£000</b>
Funding body grants	40,976	40,482
Tuition fees and education contracts	2,173	2,398
Other income	5,537	6,167
Investment income	160	180
<b>Total income</b>	<b>48,846</b>	<b>49,227</b>
<b>Expenditure</b>	<b>£000</b>	<b>£000</b>
Staff costs	27,428	29,772
Other operating costs	17,571	15,543
Depreciation	2,338	2,520
Interest payable	561	762
<b>Total Expenditure</b>	<b>47,898</b>	<b>48,597</b>
Surplus on continuing operations after depreciation of assets at valuation and before tax	948	630
Exceptional Items	-	1,719
Share of operating profit/(loss) of joint ventures	140	124
<b>Surplus for the year retained within general reserves</b>	<b>1,088</b>	<b>2,473</b>

# OUR FINANCES

## Balance sheet as at 31 July 2011

	<b>2011</b>	<b>2010</b>
	<b>£000</b>	<b>£000</b>
<b>Fixed Assets</b>		
Tangible assets	44,236	43,235
Investments	155	175
	<b>44,391</b>	<b>43,410</b>
<b>Current Assets</b>		
Debtors	1,401	1,968
Investments	12,000	10,000
Cash in hand	4,279	5,656
	<b>17,680</b>	<b>17,624</b>
Less: Creditors - amounts falling due within one year	(9,621)	(9,885)
Net current assets	<b>8,059</b>	<b>7,739</b>
Total assets less current liabilities	<b>52,450</b>	<b>51,149</b>
Less: Creditors - amounts falling due after more than one year	(2,492)	(2,683)
Less: Provision for liabilities	(1,227)	(1,254)
Net assets excluding pension liability	<b>48,731</b>	<b>47,212</b>
Net pension liability	(12,806)	(14,689)
Net assets including pension liability	<b>35,925</b>	<b>32,523</b>
<b>Reserves</b>		
Deferred Capital Grant	6,765	6,620
Income and Expenditure account excluding pension reserve	28,654	26,878
Pension Reserve	(12,806)	(14,689)
Revaluation reserve	13,312	13,714
<b>Total Reserves</b>	<b>29,160</b>	<b>25,903</b>
<b>Total</b>	<b>35,925</b>	<b>32,523</b>