

A shared vision

Enfield College



Paul Head
Principal and Chief Executive
The College of Haringey, Enfield
and North East London

Welcome

Although the purpose of this report is to look back over the year in review, the real story of 2008–09 at Enfield College is about an organisation looking to the future. That future begins on 1 August, when Enfield College merges with The College of North East London (CONEL) to create the College of Haringey, Enfield and North East London. As the Principal of the new College, I am delighted that our hard work has brought us this far, and excited at what the future holds for our College, our learners and our communities. You can read more about the merger on the opposite page.

Even as work towards the merger accelerated, the life of a vibrant, successful College committed to quality continued at Enfield, as the review of the year's news on pages 4–5 so vividly illustrates. A thread that runs very clearly through the stories there is the effect of a College investing in and supporting its staff. The ultimate reward for that commitment is reaped not only by the staff themselves, but by their learners and by the whole of the community that the College serves. This benefit to the community can sometimes be measured financially, as in the case of the wonderful fundraising efforts. But the wider effect is more difficult to measure empirically, and consists of lives that are transformed by training and education. This power to change lives will remain at the heart of our new College.

I am happy to take this opportunity to record a huge 'thank you' to Jean Carter, Principal of Enfield College, who will retire having done so much to guide the College through its recent successes and established its path of sustained improvement. All the governors, staff and learners of Enfield College wish her the very best for the future.

Our Mission and Values

MISSION

Helping people build success into their lives

VALUES

- A commitment to equal opportunities
- A commitment to raising the levels of educational achievement
- A commitment to providing a ladder of opportunity and progression
- A commitment to promoting access to education and training



Achieving Excellence Together

The merger between Enfield College and CONEL was first proposed towards the end of 2008. Since then, the staff and governors of both colleges have invested their skills and energy to help move the proposal forward through the various stages of consultation and preparation. It is thanks to their efforts that we are now poised at the beginning of the life of an exciting new College for London.

The merger creates a vibrant College for the future in the Upper Lea Valley, designed to meet the needs of learners, employers and the community. It will offer increased choice and opportunity through its innovative and comprehensive mix of education and training. Learners will benefit from clear pathways and progression routes, delivered through high quality teaching and learning in a first-rate environment. Our ultimate aim as a new organisation is to achieve excellence in everything we do, and so to become a sector-leading example of best practice in further education. Our key objectives will include:

- expanding our offering of work-based learning opportunities and apprenticeships
- working with our local authorities and other local providers to deliver Diplomas and reduce the proportion of local 16–18 year olds who are not in education, employment or training (NEETs)
- working with providers of Higher Education to develop new local opportunities including new foundation degrees
- establishing a national reputation as a College that listens to the Voice of the Learner

Governors

External

Mr S Wright
(Chairman)

Ms E Mould
(Vice Chair)

Mr S Alexander

Mr K Bevis

Ms J Carter

Mr K Harmsworth

Mr J Johnstone

Mr W Marsterson

Ms J McCulloch

Ms E McLaughlin

Mr P White

Ms H Wilson

Mr A Jeffery
(Clerk to the Corporation)

Staff

Ms M Hayward

Ms D Johns

Students

Ms W Nelson-Addy

Mr M Safak

Principal and Chief Executive

Jean Carter (retired)

A year of good news



Celebrities Spotted at Hair and Beauty Competition?

The Schools of Hairdressing and Beauty held their annual competitions at the end of the academic year, with dozens of learners putting their training to good use and competing to have their skills declared the best by the judges.

Budding hairdressers competed in categories that included 'cut and finish', 'blow dry', 'mirror image' and 'high school prom'. Meanwhile, the Beauty Therapy competition brought a dash of glamour to the College with its theme of 'celebrity lookalikes'.



MP Joins Multicultural ESOL Celebrations

Joan Ryan, MP for Enfield North, was the special guest at an awards ceremony honouring hundreds of ESOL (English for Speakers of Other Languages) learners.

The event celebrated both the academic achievements of the learners and the cultural diversity of Enfield College as a whole, featuring food from Turkey and music from Uganda that had our local MP up and dancing! One delighted ESOL learner, Cristina Valencia Romar summed up the atmosphere, saying "I couldn't see a single face without a smile on it."



Pledging Our Commitment to Our Workforce

As part of the Government's Train to Gain programme, we have signed up to the Skills Pledge.

This important commitment reflects the College's desire to ensure that all of our staff have the skills and training they need to do their job as well as possible, and take the College forward as a whole. It will also see the College reward staff for achieving qualifications that are relevant to their job role and level of experience.



Hundreds Try a Job on for Size

Hundreds of local school children were able to try out some real job skills at an innovative event hosted by the College and organised by the Enfield Education Business Partnership.

The day featured a wide range of workshops run by employers and the College, offering young people 'hands-on' opportunities to get to grips with crucial skills from a variety of workplaces. From a total of 13 workshops on offer, half were delivered by Enfield College staff. The school children, aged 14 and upwards, came from a number of schools in the borough, and were accompanied by staff.

The stories below give you a flavour of the year under review (1 August 2008–31 July 2009). As you will see, the important task of preparation for the merger with CONEL did not distract either staff or learners from making the sort of contributions that go towards making our College a successful and vibrant community. The College's commitment to its staff is a clear theme this year, with our retention of 'Investors in People' status and our

commitment to the government's Skills Pledge, which will ensure our staff are fully supported to gain or update the skills they need to do their jobs.

Meanwhile, our learners were involved in events and activities that reflect the wide range of their achievements, not just in academic endeavours, but also sporting and fundraising activities.



Business Learners Raise Smiles – and Funds

A group of Business learners got together with local entrepreneurs to organise a sports day. Their planning of the day's activities helped them to complete the 'managing an event' assignment for their course – and they raised hundreds of pounds for charity at the same time.

Learners at different levels were being assessed on skills such as 'making customers happy' and 'practical sales skills'. The climax of the day was a football tournament, and though the business learners weren't winners on the pitch, they certainly were off it.



Female Footballers Flying High

The College women's football team played in their first ever tournament – and performed brilliantly, taking the runners-up spot. The team had only been training together since the start of the year, so the result was testament to their talent and dedication.

The College also hosted a successful tournament of its own this year, attracting teams from across London. Kathy Lee, Sports Activities Supervisor, said: "We wanted to hold the tournament to raise the profile of women's football within the College and all over the Enfield borough."



We're Investing in Our People

The College had its 'Investor in People' status officially reviewed – and passed with flying colours. The rigorous assessment included interviews with many College staff and an inspection of our policies and procedures.

In reporting on the College's successful retention of Investor in People status, assessor Gary Inman commented on our "culture of supporting each other" and reported that staff here felt that there was access to training and development and that their managers supported this.



Hair and Beauty in the Spotlight

Hair and Beauty learners organised a two-day event to coincide with the College's Open Day, and managed to raise £2000 for charity at the same time as showcasing their skills to our Open Day visitors.

As well as the learners putting on a catwalk show to show off the techniques they have learnt, prices for hair and beauty treatments in the College's salon were specially reduced. All of the profits went to the Rhys Daniels Trust, which provides a valuable service to anxious parents of sick children in hospitals all over Britain.



The financial picture

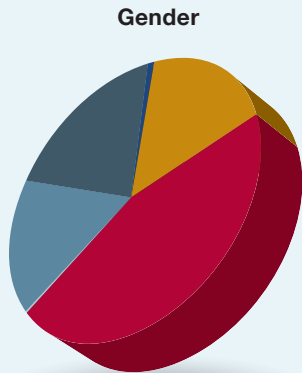
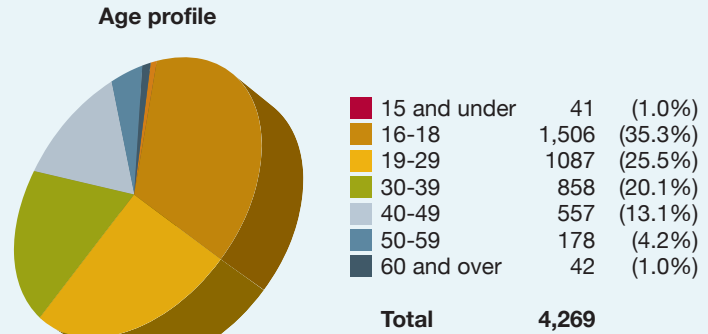
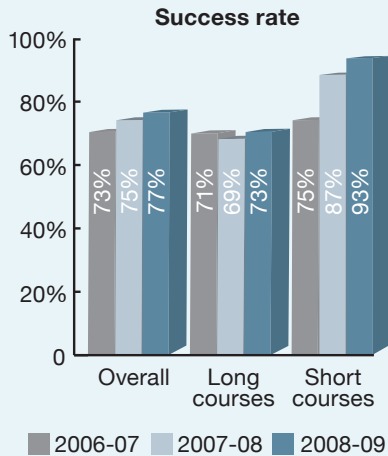
The major source of income came from Learning and Skills Council (LSC) funding of £10.6 million, accounting for 91% of total income for the year.

A full income and expenditure analysis is as follows:

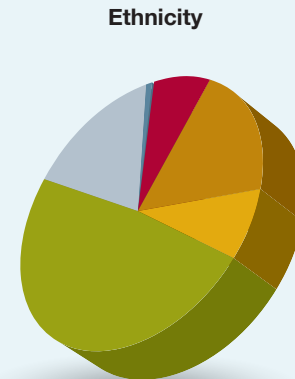
Income	£000s
LSC funding	10,605
Tuition fees and education contracts	402
Other grant income	85
Other income	396
Investment income	85
Total income	11,573
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Expenditure	
Staff costs	8,170
Other operating costs	3,392
Depreciation	584
Total expenditure	12,146
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Surplus for the year	573

Further detailed information regarding income, expenditure and financial out-turn can be found in the Report and Financial Statement for 1 August 2008 to 31 July 2009, at www.conel.ac.uk

Our learners: key facts and figures for 2008–2009



Female		
15 and under	38	(0.9%)
16-18	780	(18.3%)
19+	1,907	(44.7%)
Male		
15 and under	3	(0.1%)
16-18	726	(17.0%)
19+	815	(19.1%)
Total	4,269	



Asian and Asian British	353	(8.3%)
African (Black and Black British)	778	(18.2%)
Caribbean (Black and Black British)	332	(7.8%)
White	2,074	(48.6%)
Mixed and Other	691	(16.2%)
Not known/not provided	41	(1.0%)
Total	4,269	

Vision and Objectives

- To ensure that the quality of teaching and learning and associated support services meet external quality benchmarks.
- To ensure that learner success rates are at or above national benchmarks by 2008.
- To improve the chances for those in work or those seeking work.
- To enable the excluded to access learning and sustainable employment.
- To make a measurable contribution to meeting the needs of employers.

This vision will be achieved by:

- Meeting the challenging headline performance measures identified within the Development Plan.
- Modernising the vocational curriculum.
- Establishing relevant progression routes which challenge and inspire our learners.
- Ensuring that all our learners are equipped with transferable employability skills.
- Ensuring that the College is able to measure the value-added and distance travelled by all our learners.
- Implementing a comprehensive training and development programme for staff which ensures that they have the skills to contribute towards the achievement of the College's strategic priorities and objectives.

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