

ACCOUNTABILITY STATEMENT

2025-26



**BROOKLANDS
TECHNICAL
COLLEGE**

brooklands.ac.uk



ACCOUNTABILITY STATEMENT

2025-2026

PURPOSE

Our mission is to develop a skilled workforce within an inclusive inspirational environment, to help build our community for the future.

Brooklands Technical College's (BTC) accountability statement outlines the organisations commitment to meeting local skills needs, aligning with our strategic priorities and key performance indicators. The statement is updated annually and provides a framework for how BTC will address those needs. The statement emphasises the importance of partnerships with employers, schools and other stakeholders to ensure that the curriculum offer remains current and fit for purpose.

Deeply rooted in the local communities it serves, BTC is a valued anchor institution, contributing significantly through education, training, and community service. The College's strong local identity and branding play a central role in social mobility, inclusion, and regional development.

BTC sets out a clear and compelling vision to become an inclusive, inspirational centre for lifelong learning that serves as a cornerstone of its local communities. Rooted in a rich heritage of innovation and technical excellence, BTC aims to leverage its strengths to deliver high-quality, skills-based technical education that addresses local, regional and national priorities. In 2023/24, Brooklands College rebranded as Brooklands Technical College to better reflect curriculum changes and the skills agenda.

Our Strategic Plan 2021-26 was co-created with governors and stakeholders and reflects the needs of the locality and the region.

The Strategic Plan sets out five clear goals:

- 1.** Produce highly qualified and skilled people to enter the workforce.
- 2.** Be a leading community asset with a strong reputation in order to play a part in driving in the local and regional economy.
- 3.** Attract and develop the right staff to deliver a high quality, inclusive learning experience.
- 4.** Continue to invest in our facilities to create a high-quality learning environment and be a resource to the community.
- 5.** Ensure robust and self- sustaining finances capable of funding its strategic aims.



BTC's mission is further supported by a transformative estate redevelopment programme, fully funded through strategic land sales and public sector grants, ensuring modern, fit-for-purpose learning environments.

The established strong partnerships with Surrey Chambers of Commerce, the SurreyFE Colleges (Activate Learning, East Surrey College and NESCOL) and the borough councils, enable the College to successfully deliver the objectives of the LSIP (Local Skills Improvement Plan). This provides a firm foundation to meet the economic and skills needs of the communities that we serve. BTC continues to be responsive to national skills policy and will be developing a new Strategic Plan for 2027-32 during the next academic year, and in collaboration with our key stakeholders.

The Corporation as defined under the Further and Higher Education Act (1992), comply with their duties as Governors and in March 2024, validated how well the education and training at the College meets local needs. Collectively, we are committed to serving our local communities.

CONTEXT AND PLACE

- BTC is a general further education college in North Surrey and is deeply rooted in its communities. The College has two campuses located close to the town centres of Weybridge and Ashford. The main campus in Ashford is located on leased land from the local secondary school.
- The College also operates two commercial beauty salons in Weybridge and Ashford town centres creating opportunities for industry relevant learning. Learners travel to the campuses from the boroughs of Elmbridge, Runnymede and Spelthorne. The vast majority of learners attend the Weybridge campus which is in the borough of Elmbridge. Since 1951, Brooklands Technical College continues to be the only technical College in Elmbridge.
- BTC aligns its curriculum with the specific economic and demographic needs of each campus, as well as broader regional and local priorities. Strong partnerships with local employers, industry bodies, and community stakeholders are essential to this approach, ensuring that learning pathways are directly relevant to workforce demands.
- BTC meets the needs of all the communities that it serves and is dedicated to raising the aspirations of learners with SEND (Special Educational Needs and Disabilities), ESOL (English as Speakers of Other Languages) and in addition, offers valuable alternative provision for 14-16-year olds. The College provides specialist provision for ASC (Autistic Spectrum Condition) in partnership with SCC (Surrey County Council) thus responding to the long-term sufficiency gap in Surrey. A significant number of learners have EHCPs (18% of provision) and receive high needs funding (131, increasing to 145 in 2025/26).

- BTC's strategic direction is closely aligned with the LSIP, focusing on high-demand sectors such as engineering, construction, digital technologies and health. This alignment ensures the curriculum is responsive and relevant to regional economic needs. For example, the Ashford Campus is evolving into a specialist centre for Building Services (Electrical Installation) and adult provision, indicating a focused approach to meeting specific skills demands. Modes of delivery for adults are flexible to address barriers to participation and so that adult learners can balance life, work and caring responsibilities. Spelthorne has the highest unemployment rate in Surrey at 3.8% (South East average is 3.5%).¹ Spelthorne Borough Council recognises that this provision meets the needs of the unemployed in the borough.

BTC LEARNERS



BTC learners (young people) live in the districts of Elmbridge, Spelthorne, Runnymede and Woking, but some also travel from further districts such as Guildford, Hounslow, Surrey Heath and Kingston-upon-Thames. By 2028/29, the number of school leavers in Elmbridge, Spelthorne, Runnymede and Woking is expected to increase by 8%. Compared to 2025/26, by 2029 there will be an additional 458 16-19 learners across these districts.

¹ Spelthorne's employment, unemployment and economic activity (Office for National Statistics, May 2024)



- Learners from these areas have a choice of multiple colleges, both general FE and sixth form. However, BTC is the popular general FE choice for learners from Elmbridge, Spelthorne and Runnymede. A smaller proportion of learners travel from further afield, from areas, such as, Guildford and Kingston-upon-Thames, where multiple college options exist. 62.4% of learners in our boroughs progress to sixth form colleges.²
- Young people progress to BTC from more than 50 different schools, the majority coming from 18 academies and maintained schools within a five-mile radius of the College. There are 17 special schools within a seven-mile radius, creating a significant need to provide opportunities for further study to learners progressing from these schools.
- Weybridge is considered to be an affluent area. However, there are areas of deprivation close to the College, particularly within Addlestone, Chertsey, and Spelthorne. The LSIP suggests that the resident workforce across Surrey and North Hampshire is highly qualified, with more than four in ten (44%) holding a degree or equivalent compared to the region (39%) and the nation (37%).³ Conversely, data shows that 16% of working-age people in Spelthorne, and 14% in Runnymede, have no qualifications at all.⁴
- This illustrates the College's unique position and need to offer entry points for individuals starting their learning journey, alongside higher-level provision for professionals seeking upskilling and career growth.
- BTC has developed strong curriculum pathways which are mapped against occupational standards to create equal opportunities for learners to acquire the essential skills for employment and/or progression.

THE ESTATE

In 2023/24 the College secured planning permission for the Weybridge campus and a property strategy is well underway that will resize the College to meet expected demand based on demographic trends and anticipated changes in employment/skills requirements. This involves expansion of capacity at the Ashford campus and a significant rationalisation of the teaching accommodation on the Weybridge campus (whilst increasing learner numbers).

The development project will improve the College's service to the community on the Weybridge site, to include creating real work environments in catering and hair and beauty with public access, new integrated sports and fitness facilities open to the public, improved pedestrian and cycle access for Heathside School, and the opening of 12 hectares of woodland for public use. These initiatives will not only benefit the community, but also contribute to the overall well-being of our learners and staff. This is expected to be complete by 2027.

The property strategy will transform the Weybridge campus to create a College for the future.

² 2025, RCU LTD, Vector data

³ Enterprise M3 (including all of Surrey) Local Skills Improvement Plan (LSIP) Report (July 2023)

⁴ 2025 RCU Ltd Vector, insight.rcu.co.uk, Employment by Industry, Area: Spelthorne/Elmbridge/Runnymede/Woking



APPROACH TO DEVELOPING THE ANNUAL ACCOUNTABILITY STATEMENT

BTC curriculum aligns with the specific economic and demographic needs of each campus, as well as broader regional and local priorities, with the focus on high-demand sectors such as engineering, construction, digital technologies, and health. The aims and objectives in this statement align with both the Strategic Plan and the LSIP.

BTC has strong partnerships with local employers, industry bodies, and community stakeholders who are essential to this approach, ensuring that learning pathways are directly relevant to workforce demands. With SurreyFE (Activate Learning, Brooklands Technical College, East Surrey College and NESCOL) we work collectively to drive forward the LSIP agenda.

BTC curriculum planning is robust and effective. To inform planning, curriculum managers collaborate with employers, use local market intelligence and they consider future job opportunities and career pathways. We are responsive to increasing skills needs.

As a result, the College proactively adapts to labour market changes and creates industry-aligned provision:

- The College collaborates with leading businesses in sectors like technology, healthcare, engineering, and digital industries, ensuring that learners develop critical employability skills to help them stand out in the labour market.
- BTC and Cala Homes have established a comprehensive education agreement aligned with the Gatsby framework. This agreement provides BTC learners with opportunities to engage with Cala Homes' construction teams for work placements and apprenticeships, thus giving learners practical experience. This partnership creates a pipeline for Cala Homes to recruit well-qualified future employees.
- Retail, trade and repair of motor vehicles is one of the largest industries in terms of employment across all four of the main districts served by the College.
- Carpentry is identified as the number one skills gap in Surrey and Hampshire.⁵ Due to increasing demand locally and nationally, courses at BTC in carpentry, bricklaying, and electro-technical trades continue to meet demand and provide entry routes to employment or apprenticeships.
- BTC has one of the largest construction departments in the LSIP region ⁶ in terms of learner numbers.

⁵ 2025 RCU Ltd Vector, insight.rcu.co.uk, LSIP Areas: Surrey and Mid/North Hampshire/Skills shortages

⁶ 2025 RCU Ltd Vector, insight.rcu.co.uk Subject Area: Construction, Planning and the Built Environment, Age Band: All 16-19 Funded Learners, Area: Surrey and Mid/North Hampshire LSIP



BTC recognises the need for continuing investment in new course development to meet employer demands. Maintaining our strong partnerships with local employers, industry bodies, and community stakeholders is integral to this work.

- In 2023/24, BTC implemented T Level programmes in three subject areas: early years, digital and health, demonstrating the College's commitment to technical education and alignment to LSIP skills shortages. This new Level 3 provision expanded in 2024/25 to include manufacturing, with the science T Level commencing in 2025/26. In 2025/26, the manufacturing T-level will be enhanced to include the electric vehicles pathway, extending progression opportunities and equipping learners with the skills to work in this evolving motor industry.
- BTC offers training in 'green skills' through the new low-carbon centre at Weybridge, which launched in September 2024. This recognises the significant projected growth of the green economy (6%), which is expected to exceed the digital sector's growth over the last decade. BTC is further prioritising the development of training in other green occupations. The College's proactive shift towards these future demands ensures that it can continue to adapt and provide the required skills beyond 2026.
- For electrical trades, the electrotechnical specific building services engineering T-level introduced in September 2024 at the Ashford campus, enables learners to progress to electrical installation apprenticeships or onto university-level building services courses. The Level 2 electrical installations course offers an entry route for those learners not yet ready to commence the T Level in Building Services Construction.
- The College is situated close to Shepperton Studios. The College offers a Level 2 course which includes three core elements of Media, Art & Design and Games Development. This will give learners insight into the multiple career pathways available to them in the createch industry. Demand for skills in the graphic design and multimedia skills industry is expected to increase by 4% over the next 5 years.
- BTC further improved the curriculum for adult learners, responding to evolving industry requirements and offering free Level 3 qualifications for eligible adults, supporting Government initiatives for lifelong learning. BTC's strong working relationships with the DWP (Department for Work and Pensions) and the Spelthorne Skills Hub are instrumental in this area. Significant investment has been made to the adult skills strategy and enhancing flexible learning options (day, evening, weekend, online) across both our Weybridge and Ashford campuses to meet diverse learner needs.
- BTC offers Higher Apprenticeship programmes, such as, the Level 5 Teaching & Skills Apprenticeship via the Teacher Academy.

The College continues to offer Public Services and Hair & Beauty programmes. These programmes play a vital role in raising participation in education, with strong local demand. For Public Services, this aligns to the Government agenda of invigorating the country's approach to the defence industry, to drive economic growth and to create jobs across the UK, while bolstering national security. BTC has a very good relationship with the Surrey Police Force and the British Army, and many of our young people successfully progress into employment/further training.

Whilst a national priority, the College has no intention to offer land-based provision, aerospace and/or space provision at this current time, which are offered by other providers.

ENGAGEMENT WITH KEY STAKEHOLDERS

BTC is dedicated to its local areas, providing valuable resources and fostering connections:

- ◆ Deep links with borough councils, DWP, and refugee support groups.
- ◆ Youth Hub services and extensive outreach to schools.
- ◆ SEND support, including specialist EHCP provision and the Neuropod facility.

BTC continues to work with a range of stakeholders to include:

- ◆ **Surrey County Council** is a key stakeholder for the College, particularly for our collective work on the skills agenda. SCC has been integral to the College Estates Strategy and is providing significant capital investment for a new build for SEND provision. This will enable the College to grow High Needs provision and to meet a long-term sufficiency gap in Surrey.
- ◆ **Elmbridge Borough Council & Runnymede Borough Council (EBC):** BTC sits on the Elmbridge Business Leaders Board, bringing together local business leaders. BTC also works in partnership with the councils to deliver the Youth Hub on the Weybridge campus and in local community spaces.
- ◆ **Skills & Employment (Runnymede).** Dovetailing with the work of Elmbridge and Runnymede Youth Hub to improve employment for 16 to 24 year-olds.
- ◆ **Spelthorne Borough Council:** BTC actively collaborates with Spelthorne Borough Council on initiatives aimed at enhancing local employability and skills development, including supporting their ambition to rejuvenate Ashford town, and the Spelthorne Hub Partnership, which works with young people to enable transition into further education or employment.
- ◆ **Heathrow Academy & Airport:** the partnership focuses on creating pathways into employment, addressing the skills requirements driven by Heathrow's growth, and fostering opportunities for the local community to benefit from the economic activities associated with the airport, including those arising from the third runway project.
- ◆ **CALA Homes:** An extensive education agreement provides learners with work placements, apprenticeships, and input into curriculum design, offering CALA Homes a pipeline of qualified future employees.
- ◆ **NHS Trust:** Strong partnership for T Level Health delivery provides successful work placements and involves industry practitioners in co-creating resources, ensuring curriculum relevance.
- ◆ **Walton Charity** is a local charitable foundation tackling poverty in Elmbridge. As a key partner of BTC, they provide funding for disadvantaged learners, such as, purchasing specialist equipment and/or uniforms.

In addition, BTC works with voluntary and community sectors, charities, schools, universities, the Police, and business representative groups.



Cllrs Mike Rollings and Simon Waugh (Leader and Deputy Leader of EBC):

“The College is a key part of our economic offer, helping residents to develop new skills, attract and support businesses and work in partnership locally with the council. A major employer in its own right, the College is a strong provider of STEM education. It is at the forefront of skills development with the Low Carbon Centre that opened in September 2024, helping to meet the growing demands of the green skills economy. ”

Louise Punter CEO Surrey Chambers of Commerce:

“We have worked with BTC for many years and their involvement in the local community and particularly in the business community has always been strong. This has been evidenced more recently in their involvement in helping us to put together the Local Skills Improvement Plan (LSIP) and then responding to its findings. It is clear that BTC is totally focused on delivering what is right for employers locally.”

Dr Ben Spencer MP Runnymede & Weybridge and Shadow Minister (Science, Innovation & Technology):

“The College’s partnerships with local authorities, employers, and regional institutions are an asset to both the institution and the community, and these relationships play a crucial role in sustaining long-term success. Additionally, the work through the SurreyFE collaboration and the redevelopment of the Weybridge campus further exemplifies the College’s dedication to continuous improvement and responsiveness to regional needs.”

BTC also works with other providers in the area to include:

- ◆ **Schools:** BTC maintains strong relationships with local feeder schools (including those without sixth forms and special schools) by offering valuable alternative provision for 14-16-year-olds and a supportive transition programme for SEND learners. The local special schools continue to engage in vocational tasters as part of our established school link programme. BTC is creating a dedicated area for alternative provision as an essential part of the Estates Strategy. This will open in September 2025 on the Weybridge campus to meet the increasing demand for 14-16 provision.
- ◆ **Universities:** London South Bank University (LSBU): Partnership on the Motorsport degree creates a strong career pathway, with innovative work in training post-graduate teaching students, leveraging LSBU's strengths in STEM and health.
- ◆ **SurreyFE:** In 2023, the four SurreyFE Colleges (Nescot, East Surrey, Brooklands Technical College and Activate Learning's Colleges (Guildford, Merrist Wood & Farnham) launched SurreyFE as an umbrella brand and vehicle to demonstrate our commitment to collaborative working. Most recently, SurreyFE is preparing for the local Government reorganisation of SCC and the devolution of the adult skills budget from 2026/27.



CONTRIBUTION TO NATIONAL, REGIONAL AND LOCAL PRIORITIES

The Local Skills Improvement Plan

Up until the end of March 2024, three Local Enterprise Partnerships (LEPs) - Enterprise M3, Coast to Capital and Solent - separately led on bringing together employers and providers together to identify and respond to skills challenges across Hampshire and Surrey.

Since 1 April 2024, the LEPs' economic development functions and responsibilities - including skills - transferred to the two, upper-tier local authorities: Hampshire County Council and Surrey County Council.

Hampshire is setting up a new board - the Hampshire Prosperity Partnership Board. In Surrey, the Council continues to deliver on the actions outlined in the Surrey Skills Plan, overseen by the One Surrey Growth Board which brings together key stakeholders and business representatives. The Growth Board plays a strategic role in Surrey's economic growth agenda by informing, advising, and endorsing key decisions by the County Council.

The LSIP in the Surrey region is led by the Employer Representative Body (ERB), Surrey Chambers of Commerce. Surrey Chambers of Commerce acts as the catalyst to support local businesses. The LSIP area benefits from a large economy of **£84.6bn GDP** and is a major contributor to the Exchequer. Productivity is higher than the national average; driven by concentrations of digital and professional services jobs alongside strengths in education, research and development. The LSIP area contributed some £100bn to UK GDP in 2023, of which £90.6bn was economic output (GVA).

The LSIP identifies ten key sectors and highlights the Green Economy as a particular focus for the area. This presents opportunities for diversification towards clean/low carbon technologies/products (Regional Accountability Statement, Enterprise M3 (inclusive of Surrey, LSIP, 2024-25).

BTC aligns with the LSIP and is responsive to eight of the ten LSIP priority sectors in the region, along with the three 'cross-cutting' skills in Employability, Professional and Digital. BTC meets 32.1% of the national skills priorities compared to 22.3% (All Providers average, DfE Data Dashboard).

Devolution and Local Government Reorganisation

In 2025, Surrey is undergoing significant local Government reorganisation as part of England's broader devolution agenda. The current two-tier system—comprising Surrey County Council and 11 district and borough councils—is set to be replaced by unitary authorities. Surrey County Council, along with Elmbridge and Mole Valley councils, has proposed forming two unitary councils: East Surrey and West Surrey. This plan aims to streamline governance, enhance service delivery, and unlock further devolution opportunities through a strategic authority, potentially led by a directly elected Mayor.

A decision is anticipated by the end of the year, with potential implementation—including elections for new shadow council - scheduled for May 2026 and full transition by April 2027.

Full transition from LEPs has been achieved releasing funding to be ringfenced to grow the economy in the relevant area. Surrey has launched a Surrey Future Fund, with one of the key objectives to improve the availability of skills to local businesses.



Key Sectors:

BTC	LSIP	National Skills
Adv Manufacturing & Engineering	Adv Manufacturing & Engineering	Adv Manufacturing
	Aerospace, Space & Satellite	
Construction	Construction	Construction
Creative	Creative	Creative
		Defence
		Financial
Health & Social Care	Health & Social Care	Health
Hospitality & Tourism	Hospitality & Tourism	
IT	IT	Digital and Technologies
		Life Sciences
Professional Services	Professional Services	Professional and Business Services
Green Economy	Green Economy	Clean Energy Industries
Cross-Cutting		
Employability Skills	Employability Skills	Employability Skills
Professional Skills	Professional Skills	Professional Skills
Digital Skills	Digital Skills	Digital Skills



LOCAL NEEDS DUTY

In response to the Skills and Post 16 Education Act 2022 governing bodies of institutions within the further education sector (as defined under section 91(3) of the Further and Higher Education Act 1992) must have regard to the statutory guidance for the Local Needs Duty to review how well the education or training provided by the College meets local needs.

In response to the Skills Act (2022) representatives from the governing bodies across SurreyFE in March 2024, conducted a review of how well the curriculum across the Surrey landscape meets local skills need. The Governors considered the LSIP priorities to identify any potential gaps and further opportunities for collaborative working.

BTC curriculum planning is robust and effective. To inform planning, curriculum managers collaborate with employers, use local market intelligence and they consider future job opportunities and career pathways. We are responsive to increasing skills needs.

The outcome of the review highlighted that:

SurreyFE Governors:

- Broadly agreed that the local skills needs are being met by the Surrey Colleges.
- Governors acknowledged the impact of the introduction of SurreyFE in developing strategic collaborations for the benefit of all our colleges and students.
- Governors identified the need to better understand the 19+ demographics in the context of devolution and the adult skills budget.

The statutory requirement is to review the Local Needs Duty every three years and, therefore, will be reviewed by the governing body in March 2027.

BTC continues to work in collaboration with the EM3 LSIP region (Activate Learning, Basingstoke, Brooklands, Farnborough, Havant & South Downs, NESCOL, Orbital South Colleges and Sparsholt College Group). A review was conducted by Governors in March 2024 and they collectively agreed that the region makes a strong contribution to meeting local and national skills need.

SurreyFE Summary of Activities to Support Review of the Local Needs Duty:

Governance

- Joint meetings with Principals/CEOs, Chairs and Governance Professionals. Joint Governor's Conference in July 2025.



- Governor's page on the new SurreyFE website to attract new Governors.

Strategic Leadership

- Monthly meetings with Principals/CEOs - including regular updates with Surrey County Council to focus on skills and devolution as part of the County Deal.
- Sharing of responsibilities to represent FE on key Surrey Boards/groups e.g. LSIP, Surrey County Council Groups and borough councils.

Thematic Peer Groups

- Community of Practice for teaching & learning including:
 - Immersive technologies for teaching & learning – including procurement and implementation.
 - Careerbot SurreyFE initiative.
- Safeguarding Group.
- HR and recruitment.
- Marketing – responsible for brand development and establishing an external presence through the new SurreyFE website and LinkedIn page.
- Chief Operating Officer's group looking at procurement, joint bidding opportunities and Business Development.

Skills Competition

- Construction – Brickwork & Carpentry.
- Creative Digital.
- SEN – with a 'Bake Off' theme for 2025.
- Hair & Beauty.

Teaching & Learning Conference

- This year's joint Teaching & Learning conference is in July 2025 with the theme of attendance and in recognition that this is a cross-cutting challenge. The conference brings together practitioners to share good practice and collectively we will explore strategies to address a sector wide issue.

CONTRIBUTION TO NATIONAL, REGIONAL AND LOCAL PRIORITIES

Progress Against Objectives 2024-25:

Theme	Progress against Objectives	RAG
Curriculum Design, Delivery & Innovation	<ul style="list-style-type: none"> ● T-levels in Manufacturing and Building Services Engineering introduced in September 2025. ● Low Carbon Centre established with industry partners delivering training and masterclasses to employers, learners and College staff. Neuropod (ASC specialist provision) established and well received by learners (and parents/carers). High Needs forecast to increase to 145 in 2025/26 as a result. ● Foundation pathway programmes revised to ensure that all learners are able to work towards 'occupational entry'. (Curriculum Strategy). 	✓ ✓ ✓
Adults	<ul style="list-style-type: none"> ● Adult courses established across both STEM and Service Industries Faculties. ● Marketing, application and enrolment processes updated to improve access to courses for adults. ● Shared Prosperity Funding approved by Runnymede Borough Council. Learners in the borough benefited with courses for basic skills and employability. ● Fast track English and Maths GCSE for adults. 	✓ ✓ ✓ ✓
L3/L4 Technical Education	<ul style="list-style-type: none"> ● Partnership with LSBU for the FdEng degree programme in Motorsport. ● Higher Apprenticeships launched in Teaching, and others currently being developed. ● Virtual Teacher Academy launched, designed to enhance professional development and training for current and aspiring educators. The academy provides comprehensive access to a range of courses, including the Level 5/6 PGCE through our university partnership (LSBU), and the Level 5 Apprenticeship in Learning and Skills. 	✓ ✓ ✓
Cross Cutting Skills	<ul style="list-style-type: none"> ● Digital Century tech, Immersive space and associated training, working with other Colleges on AI models, Gemini usage. Metaverse packages for Health, early years, Engineering, construction, ESOL and SEND. ● Green Skills - Low Carbon Centre, training on insulation and building treatments. ● LSIP Innovation South Virtual Campus enrolments for free courses in Green Skills. 	✓ ✓ ✓
Learner Engagement	<ul style="list-style-type: none"> ● Learners have taken part in competitions through SurreyFE in construction, hair and beauty, digital and SEND. ● BTC catering learners selected to progress to the next round of World skills. ● Trip to Bali (Turing Scheme) with SurreyFE – exceptional experience for learners. ● Dedicated Enrichment Coordinator and enhanced enrichment programme. 	✓ ✓ ✓ ✓
Advice, Information & Guidance	<ul style="list-style-type: none"> ● Successful Matrix outcome Spring 2025. ● Dedicated Careers Lead. ● Learner Support Structure strengthened. ● Distinct sector pathways across all sectors. 	✓ ✓ ✓ ✓
SurreyFE	<ul style="list-style-type: none"> ● Appointed Marketing Apprentice & Strategic Lead August 2024. ● SurreyFE website live in January 2025, with a dedicated page for SurreyFE Governors. ● SurreyFE LinkedIn page, January 2025 – a collective voice for strategic communication on skills and funding. ● SurreyFE Teaching & Learning Conference 1 July 2025. ● SurreyFE Governor Conference 1 July 2025, bringing together Governors to share good practice and expertise, with contributions from key note speakers for both conferences. ● SurreyFE preparing for local Government reorganisation of SCC and the devolution of the adult skills budget from 2026/27. 	✓ ✓ ✓ ✓ ✓ ✓



Aims & Objectives 2025/26	Contribution to National, Regional & Local Priorities
<p>Learner Support Engagement Ensure that 95% of learners have a positive destination into jobs, apprenticeships or higher education.</p> <ul style="list-style-type: none">● Strengthen career guidance through the personal development programme to integrate critical employability skills, aligned with Gatsby benchmarks.● Implementation of positive behaviour programme to foster an inclusive and supporting environment.	<ul style="list-style-type: none">● Young people are developing nationally prioritised transferable skills, essential for becoming responsible citizens.● Excellent careers advice, linked to education and training choices, will be vital for both younger people and those in work to match individuals to opportunities (Skills England Skills for Growth & Opportunity, June 2025).● Employers acknowledge the importance of developing employability and transferable skills for those entering the workforce (Skills England Skills for Growth & Opportunity, June 2025).
<p>Curriculum Design & Delivery Continue our strategic intention to extend technical occupational pathways, with a target of delivering an additional 100 new starts on T Level programmes.</p> <p>Broaden the scope of green skills, low carbon and digital technology across all sectors, through the introduction of specialist units on 80% of curriculum pathways.</p>	<ul style="list-style-type: none">● Builds on existing technical occupational pathways in digital, health, manufacturing, building services and early years. Meets national, regional and local needs.● Addresses regional skills shortages in construction, healthcare, digital and engineering.● BTC adapts to future workforce trends and equips learners with the skills to work in their chosen sector industry. Mission 2 of the Labour manifesto (5 in total) to make Britain a clean energy superpower.
<p>Estates and Capital Investment The College is undertaking a significant £45 million redevelopment, including a new SEND facility and other refurbishments. While planned to generate revenue to pay off debt, construction projects inherently carry risks of cost overruns, delays, and unforeseen issues. Of particular risk is the new build for SEND.</p> <p>Failure to secure further investment in technology could hinder the enhancement of best practices, and prevent the reduction of workloads and the improvement of efficiencies.</p> <p>There is not enough capacity to accommodate growth in specialist areas of provision, such as construction.</p>	<ul style="list-style-type: none">● Strict budgetary controls are in place, together with regular cost reviews, and robust contingency planning to mitigate the risk of additional and unforeseen costs.● Realistic timelines with clear milestones are consistently reviewed by the specialist team with progress meticulously monitored to avoid delays and disruption to learners and staff.● As part of the estate's development project a new IT infrastructure has been installed which will be sustainable for 7-10 years.● In 2024/25 BTC benefited from LSIP funding for an immersive room as part of the estate's development project. This created opportunities for joint curriculum delivery across the LSIP College partnership.● BTC is in the process of applying for innovation funding via Surrey County Council (SCC) to extend the construction facilities and to create a dedicated skill centre in the borough.● BTC will further invest in effective management information systems, learning platforms, and administrative software to automate processes, reduce administrative burden, and improve efficiency and security. £600k has been set aside in the budget each year over the 10 year period for curriculum development and IT investment.
<p>Curriculum Development Broaden the adult curriculum to provide more opportunities for adults to update their skills. Ensure at least 36 new starts onto the pathways to employment programme at Heathrow Academy, thus equipping local residents with the necessary skills for future jobs at Heathrow.</p> <p>Extend the Apprenticeship offer to include Higher apprenticeships in priority sectors. To include working with our 4 school trusts for the Level 5 Teacher/Early Years Education with a target of 16 starts.</p> <p>Enhance digital skills through the introduction of digital and immersive technologies and professional development for staff.</p>	<ul style="list-style-type: none">● Improved job prospects for adults and more support for communities, asylum seekers and those that are looking for work.● Extends progression pathways for learners and increases pipeline of skilled workers into the job market.● Contributes to meeting local and regional needs that have been identified by employers.● Empowers teachers to have the skills and expertise to expertly use the immersive space as an integral part of teaching and learning.



Aims & Objectives 2025/26 - continuation	Contribution to National, Regional & Local Priorities - continuation
<p>Apprenticeships Recruit at least 125 new apprentices in STEM based subjects (carpentry, brickwork and electrical) to support the current workforce in Surrey.</p> <p>Recruit at least 50 foundation apprenticeships in construction, digital, engineering and health to aid transition into full time employment.</p>	<ul style="list-style-type: none"> Contribute to meeting local and regional needs that have been identified by the LSIP and local employers. An apprenticeship with a broader, entry-level scope that supports transition into full-time employment by developing essential employability and transferable skills alongside work-based learning (Skills England Skills for Growth & Opportunity, June 2025).
<p>Stakeholders & Partnerships As an integral part of our work with the Post 16 Phase Council, close the gap between the number of NEETs (Not in Education, Employment, or Training) across Surrey by 2% to 6.4% (Surrey average 8.4%).</p> <p>In the autumn term, launch the Strategic Partnership Employer Board bringing together employers and key stakeholders to form a strategic board to address skills gaps in Surrey.</p> <p>Through collaboration with key stakeholders create centres of excellence in construction and engineering by 2027. Thus, raising the profile of BTC as a centre for STEM education and training in the borough.</p>	<p>Mission 4 of the labour manifesto (5 in total) to break down barriers to opportunity and to make sure that there is no ceiling on the ambitions of young people.</p> <p>Community Vision for Surrey, 2030 (No One Left Behind).</p> <p>Collectively, contribute to the social and economic development of our local communities.</p> <p>Active employer partnerships will influence curriculum and offer real-world experiences to learners.</p> <p>In construction, the Government’s commitment to deliver 1.5m homes over this Parliament (a 50% increase on the previous 5 years) will increase demand. Prior to this new commitment, the construction skills network predicted that 251,000 extra workers would be required to meet UK construction demand by 2028 (Skills England Skills for Growth & Opportunity, June 2025).</p>
<p>SurreyFE Positioning the Colleges as key partners in regional development in partnership with SurreyFE and SCC to:</p> <ul style="list-style-type: none"> Align skills provision with the upcoming mayoral authority’s strategic priorities. Jointly preparing for the 2026/27 devolution of Adult Skills. <p>Addressing Participation Barriers actively working with Surrey County Council (SCC) to overcome barriers to participation with programmes such as Bootcamps, Job Centre Plus initiatives, and support for NEETs and the voluntary/community sectors.</p> <p>Best Practice Governance: Introducing a joint governor induction programme (three per academic year) to ensure consistent understanding of FE governance and mandatory requirements.</p> <p>Strengthening Marketing & Branding: Implementing targeted marketing campaigns via the SurreyFE website and LinkedIn to extend reach to employers, SCC and celebrate our work to address barriers to learning (NEETs).</p> <p>Enhancing Collaboration & Best Practice: Developing further project-based collaborations, including ongoing skills competitions (creative media, digital, business, SEND, hair & beauty and carpentry/brickwork), an annual Teaching & Learning Conference and a dedicated English & Mathematics Conference. This also involves establishing "Communities of Practice" for specialists across Colleges to share best practice in areas like immersive technology, safeguarding and human resources.</p>	<p>Collectively, contribute to the social and economic development of our local communities.</p> <p>Mission 4 of the labour manifesto (5 in total) to break down barriers to opportunity and to make sure that there is no ceiling on the ambitions of young people.</p>

CHALLENGES/BARRIERS

- The Government will devolve the AEB (Adult Education Budget) to Surrey from 2026/27 subject to readiness conditions and Parliamentary approval. SCC has not committed to a rollover of ASF grants to SurreyFE Colleges at present. SCC submitted their proposal for the division of unitaries in Surrey in May 2025. For BTC in the 2 unitary proposal, the College will sit in each unitary. For the 3 unitary proposal, BTC will be positioned in one.
- The ability to accommodate learner growth in priority skill areas, e.g. construction.
- English and Mathematics – whilst seen as a potential barrier to progression by Government, wider skills development is more critical for the majority of our learners e.g. resilience, confidence and communication. Our focus will be to develop the critical English and Maths skills needed for employment and recognising progress from Key Stage 4.
- Recruitment of specialist teachers continues to be a critical issue in the FE sector together with the competition of higher industry salaries. For BTC electrical, construction & engineering are the critical areas.

Approved by the Corporation - 27 June 2025:



Professor Craig Mahoney
Chair of Corporation



Christine Ricketts
Principal/CEO

Relevant Supporting Documents:

[BTC Ofsted Report, February 2024](#) 

[BTC Strategic Plan 2021-26](#) 

[LSIP Progress Report 2024](#) 

[SCC Community Vision for Surrey in 2030](#) 

[Skills England: Skills for Growth and Opportunity June 2025](#) 

[The Surrey Skills Plan](#) 

