



15/16

ANNUAL REPORT



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Welcome



Gill Alton

CEO Grimsby Institute Group

Grimsby Institute Group is one of the UK's largest education and training providers, with campuses in Lincolnshire and North Yorkshire.

I took up my post as Chief Executive of the Grimsby Institute Group in March 2016, taking over the reins from Sue Middlehurst who was retiring after six years of great success at the helm.

The academic year 15/16 has been successful and exciting. Our students continue to excel and this publication gives you a flavour of the outstanding achievements across the Group. The Group is going from strength to strength and continues to be one of the most successful colleges regionally and nationally.

We continue to invest in areas which contribute significantly to the economic growth of the region and in October '15 we unveiled our plans for the UK's first multimodal logistics training centre in partnership with the Humber LEP. We will be fully operational by the summer of 2017.

At the heart of every successful operation are fantastic staff and I am delighted to be working with one of the best teams in the sector.

Gill Alton

CEO Grimsby Institute Group





Chair's Welcome



Jonathan Lovelle
Chair of the Corporation

This year has been an exceptionally busy year for the Governing body, as we appointed a new group Chief Executive, refreshed our strategic plan and agreed a new Governance structure for the Group, to ensure we continue to meet the needs of our local communities across both Lincolnshire and North Yorkshire.

The role of the Board of Governors is to work with the Senior Management Team to shape the Group's strategy and to support and challenge performance, so we can offer the best training and education for all, across our centres. The Board is made up of individuals who strengthen the range of expertise available to the Group, together with strong staff and learner representation, ensuring that all voices are heard at Board meetings.

Our focus remains the learner and to ensure that we are truly providing the best for all ages of our communities, from our Little Stars nursery, our 14 to 16 vocational school, The Academy Grimsby, across our further and higher education provision to adult education. Our Group remains one of the largest in the UK and is a leading college Group, which is still one of a few colleges in the UK to have been given foundation degree awarding powers.

As an employer led college Group, we continue to work hard to build long term partnerships with employers and key stakeholders. This year sees our vision become a reality, with a new centre of excellence for the region's ports, energy and logistic sectors, Modal Training at Immingham.

The year ahead has many challenges again and as always we are embracing them. One of our priorities is our future vision for education in Scarborough and our long awaited announcement of a single sited new campus, so we can ensure we are providing the best possible learning experience for the community of Scarborough and its surrounding areas.

What we do here would not be possible without the passion and commitment of all of our staff and the voluntary contribution of our Governors. I would like to thank everyone in helping us make this a special place.

Jonathan Lovelle
Chair of the Corporation



Our **Vision**

**Inspiring, innovative
and outstanding**

We are proud of our excellent reputation for providing high-quality teaching and learning, and we always strive towards delivering education, training and services which are inspiring, innovative and outstanding.



Our **Mission**



To enrich the lives of all
by providing **high-quality,
responsive education
and training.**

Strategic **Priorities**

2015-16

During 2015/2016 we have continued to build upon our successes and achievements of previous years in our ongoing drive to be an inspiring, innovative and outstanding provider of education and training.

We strive to provide high-quality education and training, and nurture our learners to ensure they become the best they can be and become the next generation of employees and business owners. Governors, senior leaders and managers work closely with colleagues to ensure we deliver a high-quality provision which meets the needs of our learners and we have seen continuous improvement in outcomes for 16-18 year olds, apprentices and sub-contracted provision.

The management team continues to set high expectations for staff and learners, which drives a culture of continuous improvement and strives to embed the learner first principles throughout the organisation.

Our commitment to challenge, encourage and inspire our learners has seen us further develop our strong strategic partnerships and use cutting edge labour market intelligence to build and develop a good range of programmes to meet the needs of local, regional and national employers.

We are well placed to deliver our objectives and throughout 15/16 we have undertaken a full review of curriculum and quality practices, procedures and strategies which has led to a very strong focus on quality improvement leading to outcomes well above the national average.

As we look forward to the next year, the face of further and higher education continues to change and evolve and with this in mind we look forward to an outstanding year ahead.

Our **Values**

Our learners are at the forefront of what we do and we put their needs at the heart of the Grimsby Institute Group.

Our values are embedded across the Group and are undertaken by both staff and learners.

- **Our learners and customers are paramount**
- **We strive to provide excellence in all that we do**
- **Working together with mutual respect**
- **Acting with integrity at all times.**



Inspiring

This is our vision

Many of our staff are **experts in their field** and have excellent **links with industry**, giving our learners a head start in their chosen career. We focus on providing them with the skills and training that employers want by building our relationships with local, regional and national employers. We deliver our teaching using **state-of-the-art technology** in **realistic working environments**, with many of our learners progressing into employment or further study.

Education brings about
opportunity, and in turn
Inspiration.



Innovative

This is our vision

Our commitment to teaching and learning can be seen across the Group and we are continuously developing our teaching and learning practice to ensure our learners' success.

2015/2016 has seen the launch of **Innovate**, a new training facility which has received significant investment and includes a **state-of-the-art Microsoft Service hub**, which is one of six in the UK and the only service hub in education.

Changes call for
innovation, and innovation
leads to progress.



Outstanding

This is our vision

The Group works hard to drive forward a culture of continuous improvement and promotes ambition and success within its teams. This has been reflected in our outcomes with learners making excellent progress with overall Group Achievement at **85.4%**, which is significantly above the national average of **82.3%**, along with Apprenticeship success rates which highlight a three-year improvement trend.

Outstanding people have one thing in common: an absolute sense of mission.



Successes and Highlights

2015-16

The Grimsby Institute hosted the world **Seafood Congress 2015**, with dozens of staff and learners supporting the conference, which was attended by almost 350 delegates from across the globe.



Plans were unveiled in partnership with the Humber LEP for the UK's first multimodal logistics training centre, **Modal Training Limited**. The new £7million centre of excellence for the ports, energy and logistics centre is the first organisation in the UK to offer training for sea, road, rail and air.

It was a double celebration at the Grimsby Institute recently when Refrigeration Apprentices **George Shepherd**, was awarded the **RAC Cooling Award Student of the Year 2015** alongside classmate, **Christopher Lake**, from JD Cooling systems, who was awarded 3rd place.



The Institute's **Animal Care team** proved they were a cut above at the **British Dog Grooming Championships**, organised by the Pet Industry Federation at Warwickshire Exhibition Centre, where they were awarded 1st, 2nd and 3rd place in their respective categories.

Level 2 Hair and Media make-up learner, **Liliya Crossley**, designed an Alice in Wonderland themed look that saw her win third place at the **Olympia Beauty Show** in London.



Three learners from **Fabrication & Welding** were selected to join the UK squad for **Worldskills 2017** in Abu Dhabi.

Almost 400 learners from across all campuses took part in a number of **Diwali themed events**, where they learnt about the festival with music, dancing and traditional food.



More than 300 students from the **University Centre Grimsby** celebrated their **graduation** with tutors, families, friends and special guests in one of four lavish ceremonies held at Grimsby Town Hall.



Level 3 Apprentice Wayne Oakley won the Society of Operations Engineers (SOE) award for **HGV Student of the Year**, making him the first person to win this same award two years in a row.

VRQ Level 2 Professional Cookery learners from the Grimsby Institute were excited to receive the news that they have been chosen to compete at the Regional final of the prestigious **Nestle Toque D'or competition**.



Blimbu games were announced as the overall winners of **Global Game Jam Grimsby** where teams from across the country were tasked with creating their own video game in 48 hours.

The Grimsby Institute Group announced the retirement of Principal and Chief Executive, **Mrs Sue Middlehurst** and the appointment of **Gill Alton**, as the new Chief Executive Officer and **Debra Gray** as the Principal and Deputy Chief Executive of the Grimsby Institute.



Learners from across the Group commemorated **Holocaust Memorial Day** with two events for staff, learners and members of the community.



The Institute announced the launch of **Workforce Skills** during National Apprenticeship Week 2016.

▶ The team specialises in delivering responsive and supportive training solutions to employers in the region.

Two learners from the Grimsby Institute triumphed at the **Grimsby & Scunthorpe's Telegraph Golden Apple Education Awards** where they were announced as Star Student and Apprentice of the Year.



The Institute were triumphant at the inaugural **Intercollege Championship** with more than 320 learners from Rotherham College and the Institute, competing in 39 competitions, across 15 curriculum areas for the title.



Grimsby Institute's **Hospitality Department** received a special achievement award from the **Craft Guild of Chefs** in recognition of the outstanding work they have carried out in regards to the prestigious annual **UK Young Seafood chef of the year competition**.



▶ Learners, staff and members of the local community came together to enjoy a fantastic night of art and creativity at a special end of year festival; **Neon Nights**.



The Institute sponsored the **Rotary Club Havelock Grimsby, Young Painter of the Year competition** which involved schools from all over North East Lincolnshire.



The Grimsby Institute and University Centre Grimsby (UCG) welcomed **Guangzhou Sports University** staff and learners to the campus where a **Memorandum of Understanding (MOU)** was signed.

The Academy Grimsby celebrated their first set of **GCSE results**.



Staff and learners from the Institute joined over 250,000 visitors at the **National Armed Forces weekend** celebrations in Cleethorpes, which attracted high profile names including HRH Prince Edward, Duke of Kent, and then Prime Minister, David Cameron.



Foundation Art learner **Hope Vivins** made the final of the **Royal Opera House Design Challenge** after designing a costume for their production of the famous Puccini opera, Madama Butterfly.

Demi Stainton was named the **Hairdressing Council's Student of the Year 2015**.



Grimsby School of Art officially opened at the Nuns Corner Campus by Lady Frances Sorrell.

Thomas Jaehrig was announced as the **Grimsby Institute Apprentice of the Year 2015**.



Hospitality learners **Niamh Fitzpatrick** and **Bradlee Cullen** won Best Main and overall 2nd Place in **UK Young Seafood Chef of the Year Competition**.

Safeguarding & EDIMS

Our Further Education EDI gaps are small, often above national levels and learners are, in the main, achieving in line with peers.

Age

Whilst our 19+ learners are achieving marginally better than our 16-18 learners, nationally our 19+ learners are only 0.8% higher than national levels whereas our 16-18 learners achieve 5.9% better than their national counterparts.

Gender

Female learners are not disadvantaged and are achieving in line with their male peers, marginally ahead by 0.9%. However, when compared to the national picture our female learners are achieving 2.8% better and our male learners 3.6% better.

Ethnic Group

At GIG we have low numbers of ethnically diverse learners, however, in such a case a single learner can impact upon percentages significantly. For example, in 15/16 we had just 18 Bangladeshi learners but they achieved 5% better than national levels and 3.5% better than the overall achievement. Overall, learners from different ethnic groups achieve 1.5% better than national levels. However, we do have pockets of underperformance where, for example, we had 33 Chinese learners who achieved 11% below the national level.

Disability

Learners with a disability are achieving in line with their non-disadvantaged peers whilst surpassing national levels by 2.3%. However, we do have pockets of under achievement where, for example, 82 learners with a declared physical disability are achieving -3.2% below national levels.

Learning Difficulties

Learners with learning difficulties are well supported at GIG because achievement is 5.6% above the national level for this category whilst they are also achieving in line with their peers at GIG and so are not disadvantaged.

Supported Learners

Learners who have support in the classroom are achieving in line with their peers who do not need support and they are achieving marginally better than national levels.

Widening Participation

Learners from a widening participation background are achieving in line with the rest of the group and 2.2% better than national levels for this category.



Grimsby Institute

Learner Profile

EDIMS data was collected on all students studying in 2015-16. We collated and reacted to data around all protected characteristics. We look for gaps in retention to highlight any issues and plan provision and support.

64% of our students in the academic year were female. There is a retention gap for HE students of **6%** for finishers between females and males. However, action taken in year has been more positive for this previously identified gap. In year the gap was **0.9%**.

Gaps for students with learning difficulty or disability show a positive gap of **1.7%** in year but a **0.8%** gap for the completers. This should be monitored in future reports.

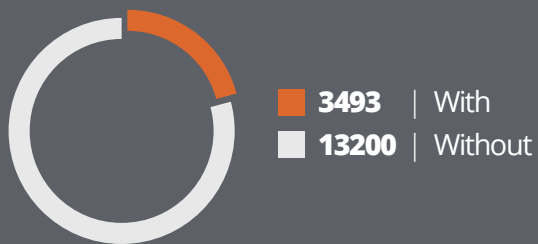
In terms of ethnicity **95%** of the students enrolled were white British. In year, there was a **9.1%** retention gap in year but this was more positive for completers with a gap of **1.7%**. This should be monitored in 2016-17.

In terms of sexual orientation there is a mixed picture with bisexual and gay men above the average for retention but gay women below the average. This should be monitored in 2016-17 to see if a pattern has emerged. It should be noted there are very few in each category.

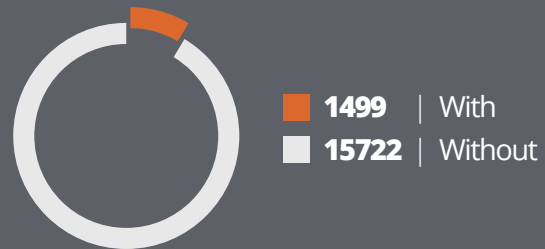
In terms of age at enrolment, the group who performs worst in terms of retention are 21-25 year olds, with older students and younger ones performing higher. Work this year has been around creating events for this group to encourage engagement.

In higher education we measure participation by using POLAR3 postcodes. With this system, each postcode is given a grading as to the likelihood of HE participation. 1 is the least likely and 5 is the most likely. **68%** of our students in 2015-16 lived in a POLAR3 1 or 2 postcode. In terms of retention POLAR3 1, 4 and 5 performed better than the average but POLAR 2 and 3 performed worse. The largest gap was **4%** away from the average.

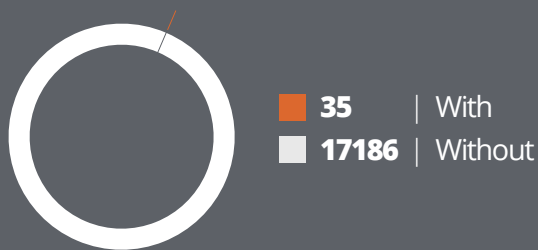
Learning Difficulty / Disability



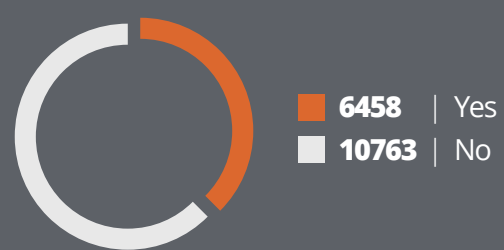
Additional Support



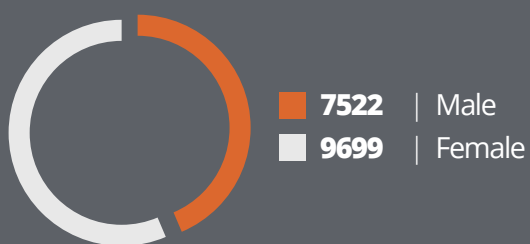
Looked After Children



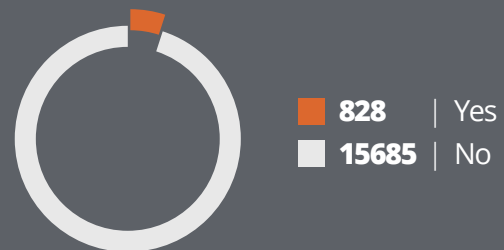
Widening Participation



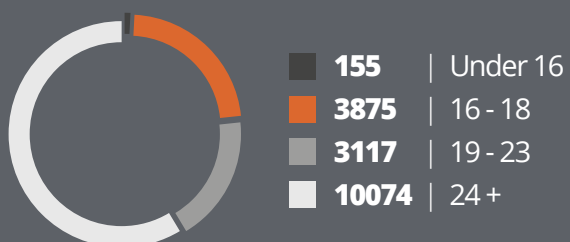
Gender



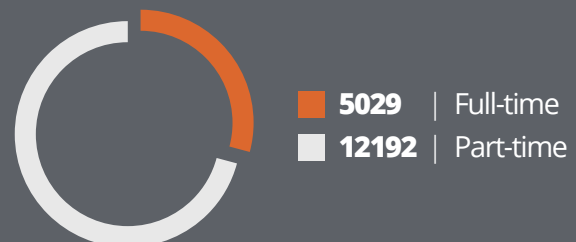
Ethnic Minority



Age Group



Mode



Human Resources

During 2015/16 HR and Payrolls continued to develop and enhance the staff records system, introduced a raft of new and revised policies, launched a revised Performance Development Review, managed several restructures and extended its Occupational Health remit, developing a new stress policy and monthly health themes.

A number of management development training sessions were developed and delivered to managers and the function developed its own core Work Values and its commitment to Equality, Diversity and Inclusion together with challenging Key Performance Indicators. Much more detailed staffing data is now compiled and sent to managers and the recruitment process has been revised with corporate inductions introduced. Our key employment measures are all within targets set and the function was also successful in increasing its profile within the Group.

OUR STAFF

As of 31 July 2016 we employed:

288 teaching staff: (242.2 full time equivalent)

589 Business and Curriculum Support staff: (480.6 full time equivalent)

38 Managers: (37.1 full time equivalent)

Totalling: 915 staff or 760 full time equivalent.

62% of our staff are female and **38%** male

55% of our staff work full time and **45%** part time

We also have more than **200 staff who are hourly paid/casual hours** in a variety of roles.

During 2015/16 we appointed:

48 Teachers

101 Business and Curriculum Support staff

9 Managers



Finance

For the year ending 31st July 2016, the Grimsby Institute Group generated an operating deficit of **£1.226m** which compares to an operating surplus for 2014/15 of **£1.527m**. The result for 2015/16 was impacted by a decline in funding body grants and the lack of opportunity for European funding, which generated **£1.6m** turnover in the previous year.

In 2015/16, the Group delivered activity that produced **£27.471m** in funding body recurrent grants. The Group had 7,804 SFA funded learners, 3,085 EFA 16-18 funded learners, 143 EFA 14-16 funded learners and 573 Community Learning funded learners. The number of non-funded learners was 6,103.

The charts within this section illustrate the financial status of the Institute and give an insight as to where the income comes from and where the expenditure is spent.

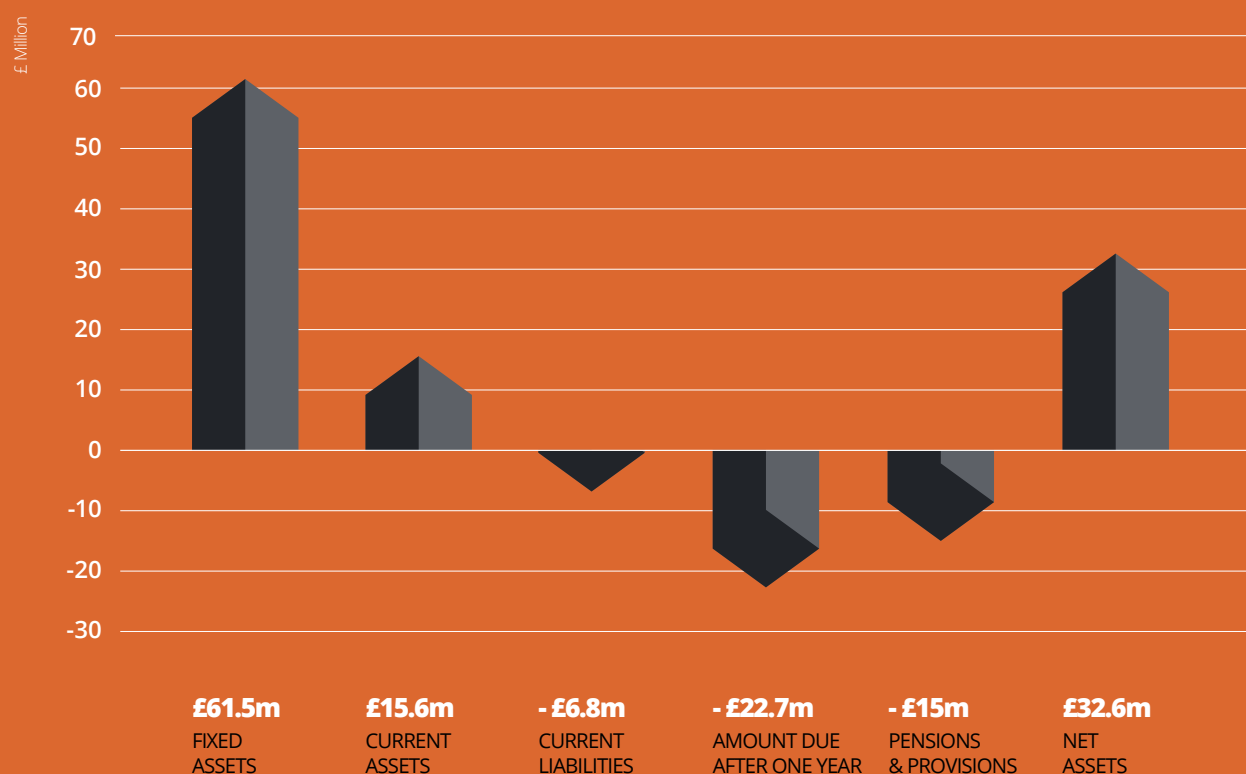


Group Balance Sheet

The **net assets** of the Institute totalled **£32.6m** at 31st July 2016. This compared to a figure of **£30.0m** at 31st July 2015.

Fixed assets represent buildings and equipment and totalled **£61.5m** at July 2016 compared to **£61.0m** at July 2015. Total fixed asset additions for the year amounted to **£4.702m**. Depreciation costs in the year totalled **£4.3m**.

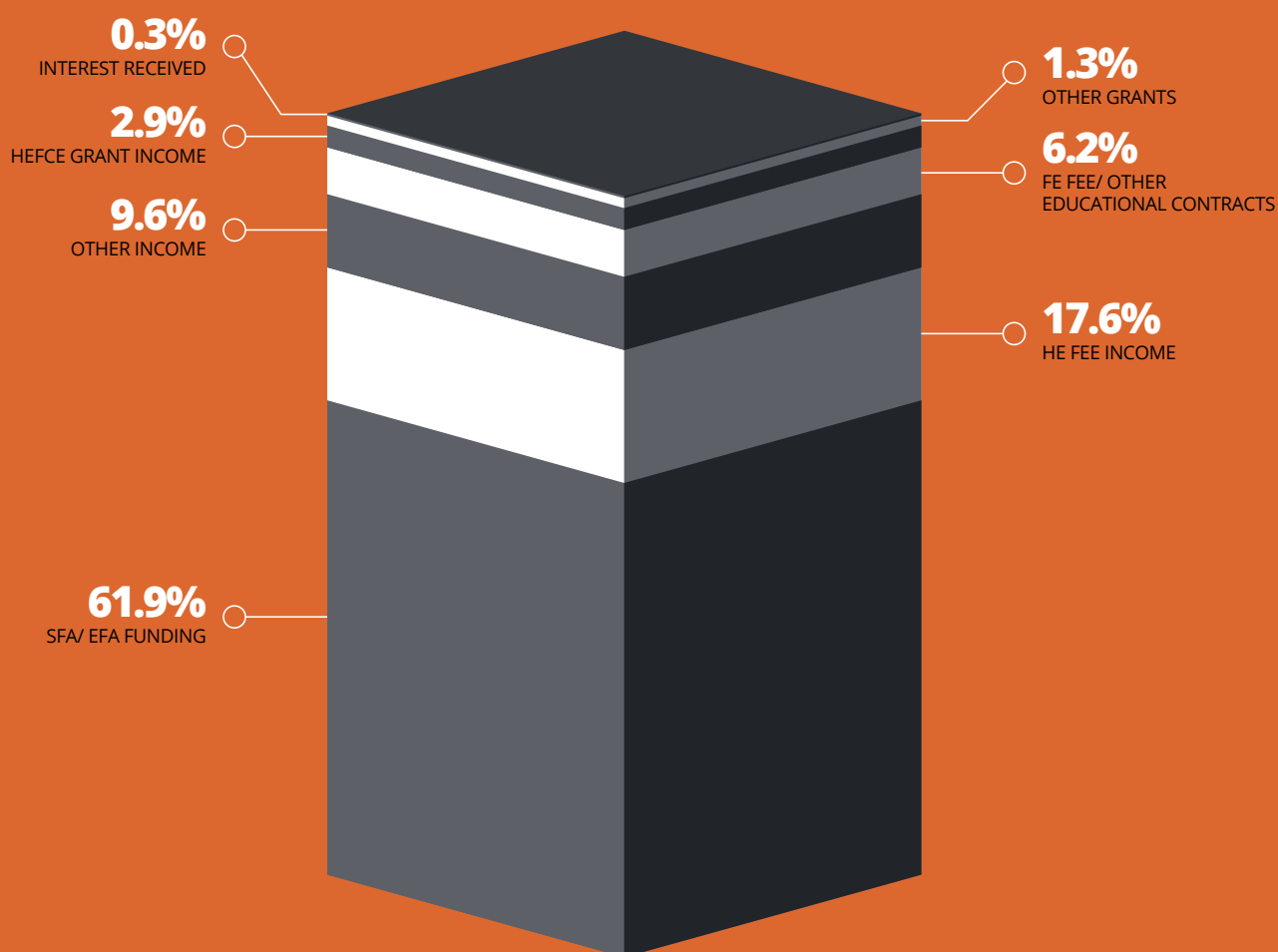
Asset additions in the year included the site purchase and re-development of a logistics training facility based in Immingham for the Group's Modal Training Ltd subsidiary and the continued phased expansion of The Academy Grimsby. Key project spend also included a number of infrastructure modernisations across the whole Group with an emphasis on Information Technology.



Operating **Income**

Operating income decreased by **£5m** from 2014/15 to **£44.2m**. Income in the form of recurrent and other grants from the Education Funding Agency and the Skills Funding Agency reduced by **£3.9m** and other grants reduced by **£1.3m**. Funding body grants, including capital and revenue grants, totalled **£28.7m** and represented **64.9%** of total income.

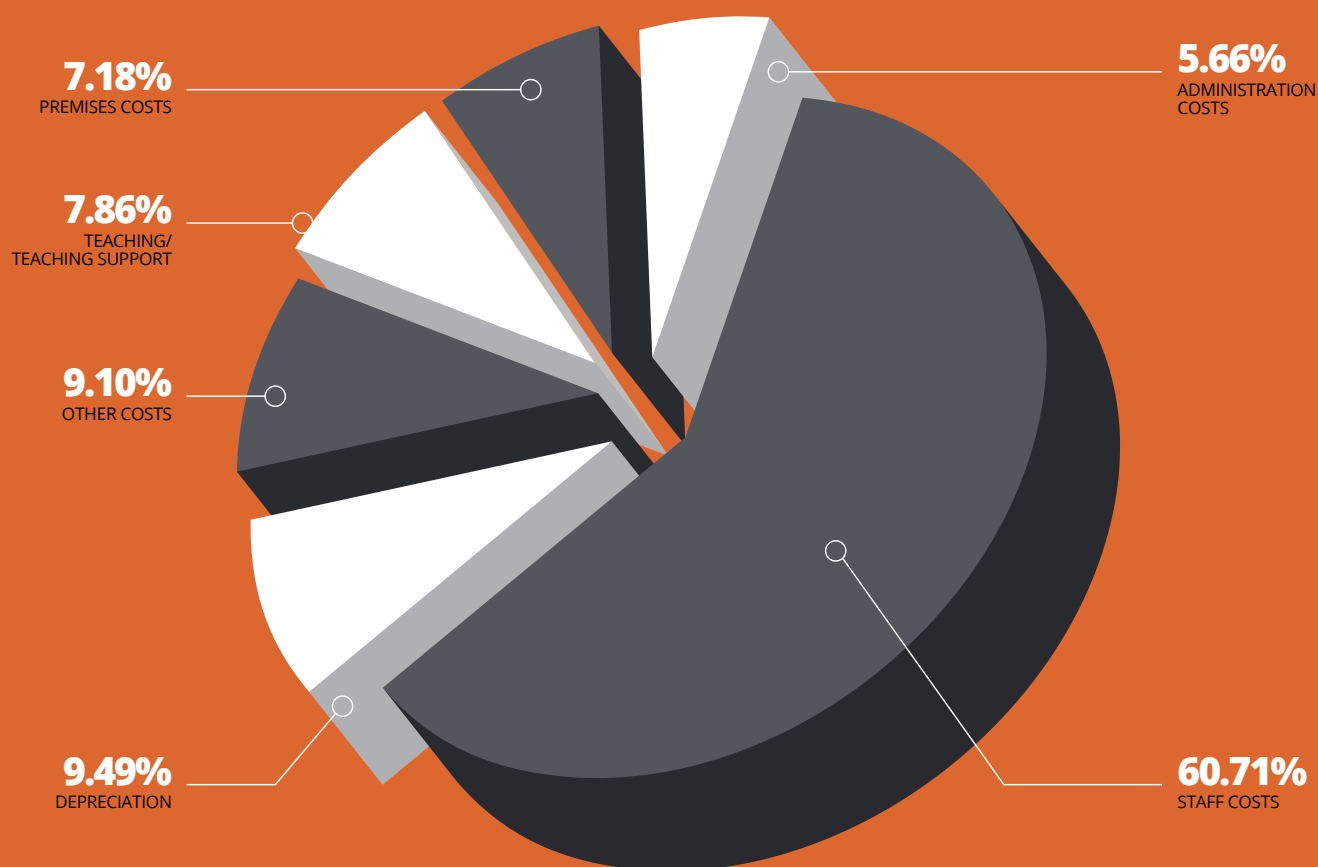
Tuition fees and education contracts reduced slightly to **£10.5m** and represented **23.8%** of income compared to **22.1%** of income in 2014/15.



Operating **Expenditure**

Operating expenditure decreased by **5%** to **£45.3m**.

Staff costs remained stable at **£28m** representing **61%** of total expenditure. **8%** of total expenditure was spent on teaching and teaching support costs, **7%** on premises, **10%** on depreciation of fixed assets, **5%** on administration/central costs and **9%** was spent on the trading and other income generating areas.



Facts and Figures

(Grimsby Institute Group)

20,157 Total number of learners enrolled in 15/16

8,889 Overall Male learners

11,268 Overall Female learners (+3 unspecified)

85.2% Overall learner achievement rate

84.1% Overall 16-18 learner achievement rate

87.1% Overall 19+ learner achievement rate

71.4% Overall Apprenticeship achievement rate 16-18 years

72% Overall Apprenticeship achievement rate 19-23 years

62.3% Overall Apprenticeship achievement rate 24+ years

69.3% Overall Apprenticeship achievement rate all ages



Notes

