

ACCOUNTABILITY STATEMENT

2025/2026 Academic Year



OUR PURPOSE: OVERVIEW



On 1st August 2025, Loughborough College merged with the SMB College Group to form the Loughborough College Group, comprising Loughborough College, Stephenson College, Brooksby College, and the Melton Campus.

Loughborough College Group has a mission “to transform and enrich lives through lifelong learning, empowering the workforce of tomorrow.” Meeting local, regional, and national skills needs is at the core of what we deliver, and we focus on achieving

desired destinations for our students. With world-renowned and global partnerships, the Loughborough College Group encourages learners to be ambitious and to strive for excellence in everything they do.

Our dedicated and enthusiastic staff are devoted to teaching and learning and enhancing student experience to shape futures and transform lives. We pride ourselves on our college community that embodies our inclusive, supportive, and innovative culture.



OUR PURPOSE: OUR STRATEGY



OUR OBJECTIVES

LEARNERS AND COMMUNITY

Deliver a technical and academic curriculum offer that enables progression into employment, higher education and supports the community we serve

QUALITY

High performance standards across all aspects of provision compared to national benchmarks

FINANCE

Financial performance enabling investment in learning, staffing and resources required for industry 4.0

PEOPLE

Students, staff, and employers have a great experience at college

OPERATIONAL EXCELLENCE

Excellence in all aspects of our work with the college operating effectively efficiently and safely



At the Loughborough College Group, we transform lives by offering a diverse range of academic, vocational, and technical study programmes designed to prepare students for successful careers and higher education.

Our comprehensive suite of ground-breaking and award-winning programmes across A-Levels, technical and vocational qualifications, apprenticeships, and higher education courses, are delivered in industry-standard facilities by highly skilled staff who are both qualified teachers and technical specialists.

Understanding the dynamic nature of the employment market, particularly with the rapid advancements of Industry 4.0, the college remains committed to equipping learners with the tools needed to thrive in an ever-evolving landscape. Strong partnerships with a wide array of employers allow the college to continuously incorporate best practices and address current employability demands.

The Loughborough College Group are proud to pave the way for our students' future success, ensuring they are not just prepared but poised to excel in their chosen fields. This has been supported by the £60 million investment that has transformed the Loughborough College Group's campuses with state-of-the-art teaching and learning facilities. This investment, supported by the FE Capital Transformation Fund, Institute of Technology Funding, Towns Deal Funding, and T-Level Capital Funding has revolutionised our educational environment and as a result, our students will now be able to thrive in industry-standard settings, enhancing their educational journey and preparing them for successful careers.

The ambitions of our students are nurtured, and they have competed in a variety of competitions and sporting events, achieving regional, national, and international recognition including:

- Olympics / Paralympics
- Young Enterprise UK
- JA Europe Innovation of the Year
- AoC Sport Championships
- Restaurant Team of the Year
- National Aspiration Awards
- UKMHA Archies Awards
- UK Hair & Beauty Awards
- Young Builder of the Year Awards
- Guild of Bricklayers Awards

The Loughborough College Group encourages progression and proudly collaborates with Loughborough University, the University of Derby, Sheffield Hallam University and De Montfort University to offer degree level education and promote progression with our partners up to doctoral level studies.

We also serve our community through adult education courses, supporting students with learning difficulties and disabilities and by devising initiatives to help local businesses thrive. We are deeply committed to environmental sustainability and have implemented a carbon-neutral strategy to promote a greener future.

OUR PURPOSE



The college's excellence and achievement is demonstrated below:

- Queen's Anniversary Prize for the flagship Space Engineering Programme with the National Space Centre.
- Strong partnerships with government, industry, and key stakeholders – including Balfour Beatty, National Grid, SSE, CIMSPA, Barratt Redrow, Toyota, KION ITS, Resideo, Leicester Tigers, Melton Borough Council, NFU/CLA, Young Farmers, the Defence Animal Training Regiment (DATR), DWP, UKMHA, Logistics UK, Landex, and local SMEs such as Brush Transformers, Limetree Nursery, and Graffio Arts Ltd.
- SMB apprentices win national awards, including recognition at the UKMHA Archies and shortlisting for Young Builder of the Year.
- TEF Gold for Higher Education student experience, TEF Silver for Higher Education student outcomes, and TEF Silver for Higher Education overall. 94% student satisfaction in Further Education.
- Brooksby Agri-tech Centre development underway, boosting innovation in land-based and agri-tech education.
- Ofsted Outstanding across Education for Young People, Adult Learning, Behaviour and Attitudes, and Personal Development.
- First global NFL Academy in partnership with Loughborough University, uniting elite sport and education.
- Outstanding residential inspection rating, reflecting sector-leading student care and living standards.
- Brooksby Campus awarded 5-star rating for its Equine Riding School and achieves Gold Hedgehog Friendly Campus status.
- Over £40m invested in modern student facilities and cutting-edge resources.
- Student excellence recognised nationally and internationally: competition winners in WorldSkills, Young Enterprise UK, and top hospitality and business contests.
- Loughborough's sport ecosystem is world-class – it would rank 6th in the Commonwealth Games if it were a country.
- Outstanding support for student welfare and neurodiversity, underpinned by a trauma-informed approach, inclusive practice, and personalised provision.
- National recognition through the Investors in Diversity and Careers Matrix Accreditation, reflecting our commitment to equity, quality, and progression.



OUR PURPOSE: CURRICULUM



Our curriculum themes and strategic priorities are designed to address local, regional, national skills needs. The themes are integral to curriculum planning and shape every aspect of Loughborough College Group's curriculum, culture, and operations.

CURRICULUM THEMES

**HEALTH, WELLBEING,
AND PERSONAL
DEVELOPMENT**

SUSTAINABILITY

**APPLICATION OF
FREDIE VALUES**

**DEVELOPING
DIGITAL SKILLS AND
"ON-TREND" SKILLS/
BEHAVIOURS**

STRATEGIC PRIORITIES

01

Unique and highly specialist provision – Sport, Health and Social Care and Sustainable Engineering.

The merged college will continue to develop and widen these specialisms to remain regional market leaders (national market leader in sport).

Sport is central to the curriculum strategy with a dual career offer at both FE and HE, and a unique sport ecosystem which is world leading.

02

A Leading Sixth Form College.

A broad range of subject choices with a sector leading enrichment offer.

This range of subject choices provides the educational foundation to study at degree level in national and local skills priority areas.

03

Centres of Excellence for a broad curriculum offer (Study Programme, T-Level, Apprenticeships, Adult, High Needs) that meets local/national skills needs and community needs.

In terms of the three sites this will look like the following:

- Stephenson - Skills and Employer Training Hub.
- Brooksby - Land based and animal care.
- Loughborough - Level 3 qualifications and 5-year progression pathways. Digital Skills Hub.

04

A high quality, vocationally relevant higher education offer with 5-year progression pathways.

Higher Technical Qualifications and a Degree offer which complements Loughborough University. Skills escalators to show progression pathways. Close partnership working with Loughborough University and maximising the benefits of the relationship to provide the best possible educational offer in the region.

OUR PURPOSE: CURRICULUM



This college curriculum specialisms are:

Sport
Engineering
Health and Social Care
A Level
Digital
Higher Education



This college curriculum specialisms are:

Skills and Employer
Training
Construction



This college curriculum specialisms are:

Land-based
Animal Care



This college curriculum specialisms are:

Performing Arts

CONTEXT AND PLACE: OUR COLLEGE



59
buildings

76365m²
of floor space

4
sites

Newly built T-Level building providing teaching and learning spaces for the new T-Level qualifications.



Built in March 2024 a social space building providing students with a place to eat, relax and study.



A new state-of-the-art Sports Hub set to further enhance elite-level training, due to be open in 2025.



Melton Theatre is a 340 seat commercial theatre used for training students and hosting community shows, touring productions, stand-up comedy and more. The theatre has been an important part of the local community of Melton Mowbray for 50 years.

CONTEXT AND PLACE: OUR COLLEGE



Exciting new Digital Skills Hub which will provide quality teaching and facilities.



Brooksby Hall is a Grade 2 listed 16th Century Manor House with a rich history, having been home to a variety of aristocratic families and notable individuals over the years.



The state-of-the-art Ag Centre at Brooksby College is scheduled for completion in Summer 2026, providing a modern hub for agricultural education and innovation.



IoT Centre due to open in 2025 providing teaching in manufacturing, engineering and digital skills.



The cutting-edge Glasshouses building at Brooksby College offers a professional, controlled environment for advanced horticultural training and research.



CONTEXT AND PLACE: OUR COMMUNITY



Loughborough College Group, nestled in the vibrant East Midlands region of England, is a hub of innovation and life-changing opportunities. With a turnover of £80 million and a dynamic community of approximately 13,400 students, the college provides an array of programmes including education for young people, adult education, apprenticeships, and higher education.

Recognising the critical role of an inspiring learning environment, Loughborough College Group has invested significantly over the past five years. Leveraging DfE capital programmes and strong financial management, we have transformed our colleges with cutting-edge facilities. From creches to airline cabins, and motor vehicle workshops to F1 simulators, Loughborough College Group prides itself on the life-like learning environments it provides to students.

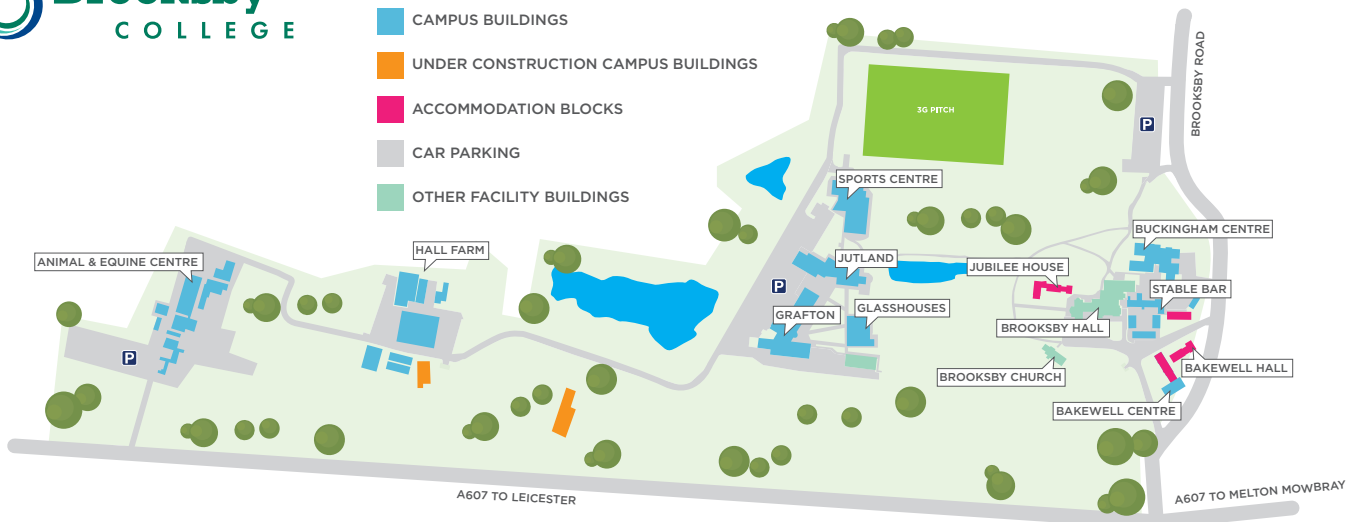


CONTEXT AND PLACE: OUR COMMUNITY



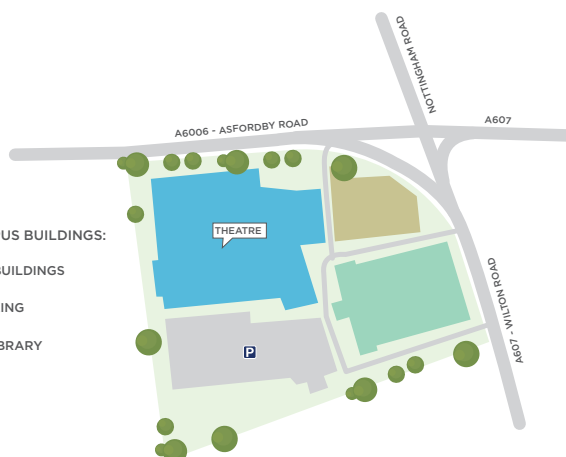
KEY TO CAMPUS BUILDINGS:

- CAMPUS BUILDINGS
- UNDER CONSTRUCTION CAMPUS BUILDINGS
- ACCOMMODATION BLOCKS
- CAR PARKING
- OTHER FACILITY BUILDINGS



KEY TO CAMPUS BUILDINGS:

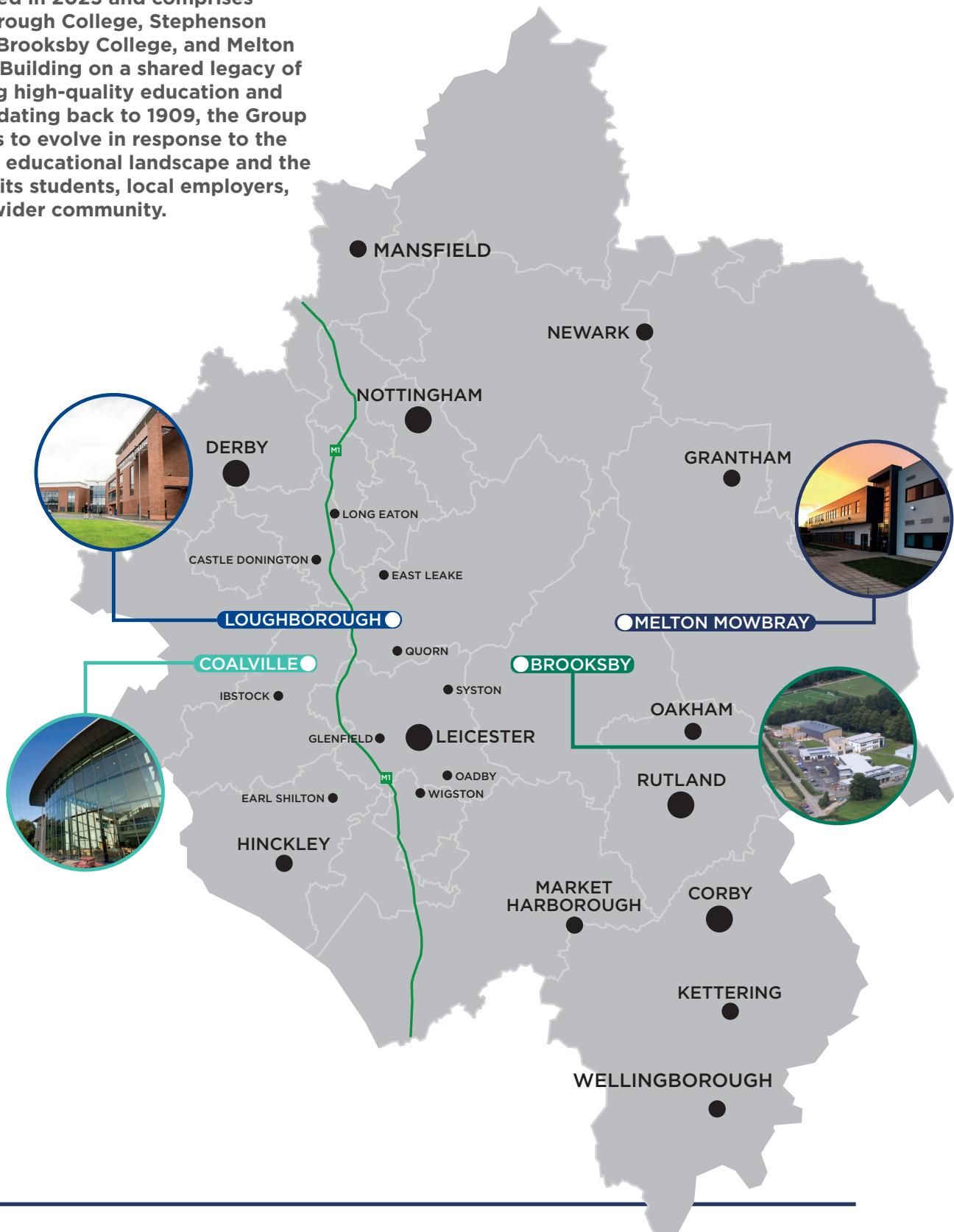
- CAMPUS BUILDINGS
- CAR PARKING
- PUBLIC LIBRARY



CONTEXT AND PLACE: OUR COMMUNITY



The Loughborough College Group was established in 2025 and comprises Loughborough College, Stephenson College, Brooksby College, and Melton Campus. Building on a shared legacy of delivering high-quality education and training, dating back to 1909, the Group continues to evolve in response to the changing educational landscape and the needs of its students, local employers, and the wider community.



CONTEXT AND PLACE: OUR COMMUNITY



Leicester and Leicestershire have a combined population of approximately 1.08 million, with Leicester alone estimated at 575,352 in 2025. The region is renowned for its cultural diversity; notably, 59.1% of Leicester's residents are from ethnic minority backgrounds, making it one of the most ethnically diverse cities in the UK.

As of December 2023, Leicester's employment rate stood at 65.1% for individuals aged 16 to 64, which is lower than the East Midlands average of 75.5%. The unemployment rate in Leicester was 6.7%, higher than the regional average of 3.7%. Economic inactivity in Leicester was reported at 28.1%, compared to 21.6% across the East Midlands.

Educational attainment in the region reflects these challenges, with 86.0% of the working-age population holding qualifications at Level 2 or above, and 67.4% at Level 3 or above, slightly below the national averages of 86.7% and 67.9%, respectively.

Leicester and Leicestershire host over 42,000 VAT-registered businesses, with more than 98% employing fewer than 50 people, highlighting the region's strong small business sector. The area's Gross Value Added (GVA) was £28.1 billion in 2023, underscoring its economic resilience and growth potential.

Key sectors identified in the Leicester and Leicestershire Local Skills Improvement Plan (LSIP) include Manufacturing, Logistics, Construction, Sport and Health, Life Sciences and Biotechnology, Care, and the Creative Industries. Digital skills are considered the most critical cross-cutting priority for local employers, essential to driving productivity, innovation, and resilience across all these sectors. In response, the Loughborough College Group is embedding digital competencies throughout its curriculum and supporting learners to develop the digital fluency needed for the modern workplace.



CONTEXT AND PLACE: OUR COMMUNITY



The Loughborough College Group is committed to delivering high-quality teaching and learning across all LSIP priority sectors. Through a strong co-design and co-delivery framework with employers, the Group ensures that its curriculum remains relevant, responsive, and aligned with real-world skills demands. This collaborative approach supports learners to gain not only the technical knowledge but also the industry insight and employability skills that will enable them to thrive in the local and national economy.



Loughborough, in particular, is recognised as a world-class centre for sport, contributing £600 million in GVA and supporting approximately 17,000 jobs. This sector is expected to grow by 18% in Charnwood, adding £100 million in GVA by 2030. The region is also poised to benefit from significant developments impacting the skills landscape. Notably, the East Midlands Freeport, encompassing sites at East Midlands Airport, Ratcliffe-on-Soar, and the East Midlands Intermodal Park, is anticipated to create over 28,000 new skilled jobs and attract substantial investment to drive innovation in alternative energy sources and green technologies.



In response to current and emerging sector demands, the Loughborough College Group is aligning its provision to support high-demand areas such as caring services, transport and storage, warehousing and logistics, and the growing need for skilled heating engineers and electricians to support the green economy. Recognising the persistently low apprenticeship uptake across the region, the Group is committed to working collaboratively with industry partners and employers to understand barriers and identify practical solutions that will increase participation and progression.



CONTEXT AND PLACE: OUR COMMUNITY



Leicester and Leicestershire benefit from excellent connectivity through road, rail, and air, creating a strong foundation for continued growth in key sectors such as manufacturing and logistics. The region's relatively low density of training providers also presents a strategic advantage, offering the Group significant opportunities to expand its reach and impact without facing high levels of local competition.

The Group's land-based provision at Brooksby College offers a niche curriculum that caters particularly well to the needs of Leicestershire's largely rural economy. Programmes in agriculture, animal care, equine, land management, and environmental conservation are tailored to support local employers and prepare learners for specialist roles that are critical to the sustainability and growth of the rural sector. Brooksby's unique facilities and expert teaching position the Group as a key provider of land-based education in the region.

Through strategic alignment with regional economic priorities, a commitment to digital integration, and strong partnerships with industry, the Loughborough College Group is well-positioned to address the evolving skills needs of Leicester and Leicestershire. The Group's comprehensive approach ensures that learners are equipped with the competencies required to thrive in a dynamic and diverse economic landscape.





Students

13,400



Employees

1,354

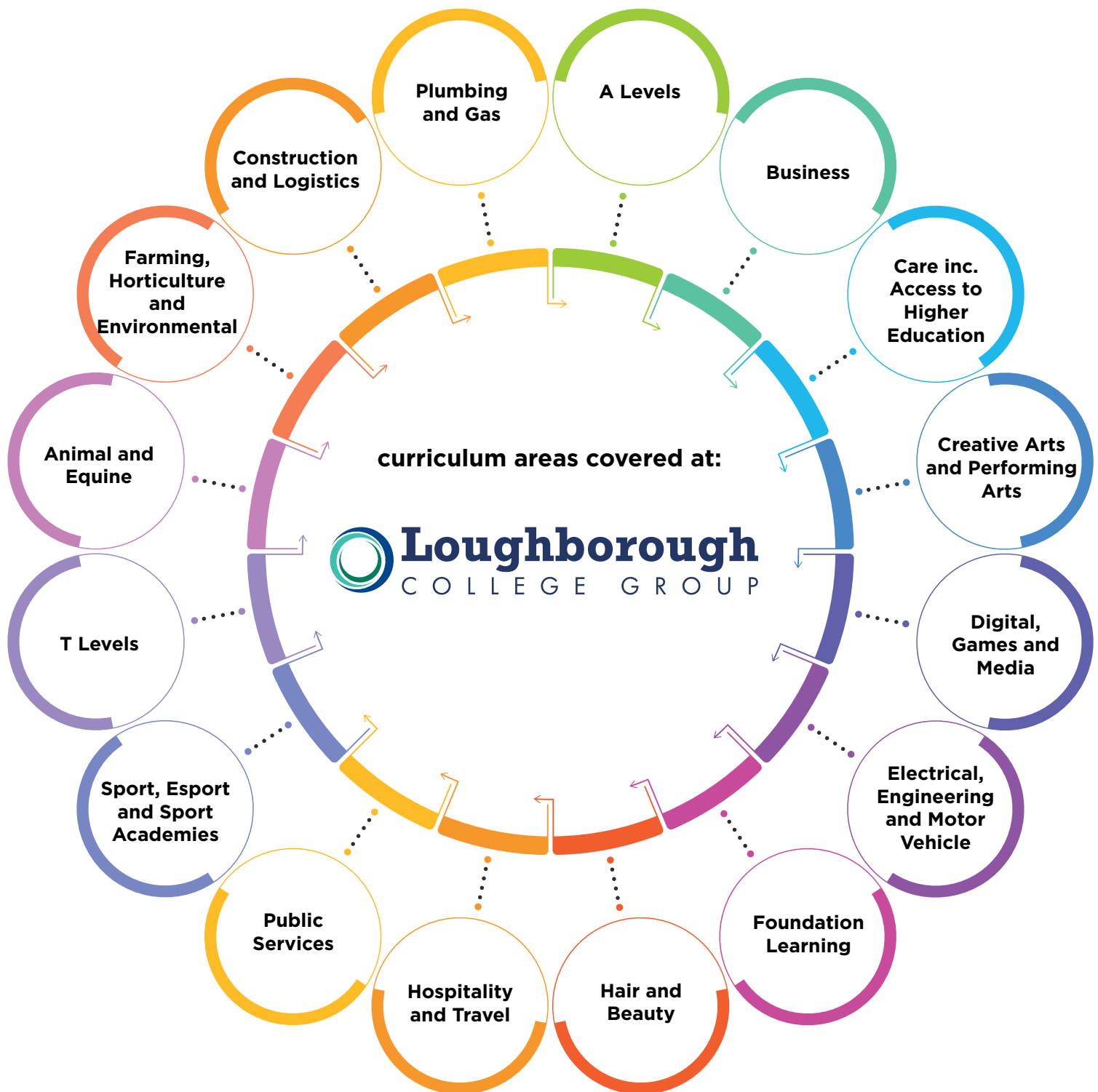


Employers

3,300



THE CURRICULUM OFFER



DEVELOPING THE PLAN: KEY STAKEHOLDERS



To effectively understand and address local needs, we actively collaborate with key strategic partners.

The Loughborough College has embedded a strong culture of collaboration with key stakeholders across local, regional, national, and international levels to ensure our curriculum is aligned to current and future labour market needs.

Key partnerships include the Local Skills Accountability Board (LSIP Steering Group), the Leicester and Leicestershire Business and Skills Board (LLBSP), East Midlands Chamber, Confederation of British Industries, and civic partners such as local authorities, partner universities, and the Department for Work and Pensions. These relationships are further enhanced by direct engagement with national and local employers who have co-designed and co-delivered our curriculum, ensuring that provision remains relevant and impactful.

Our close links with the East Midlands Chamber of Commerce and the LLBSP provide us with rich labour market intelligence (LMI), which directly informs curriculum planning and delivery. This ensures that programmes are co-designed and co-delivered with employers, embedding the most up-to-date industry knowledge and skills. The College Group continues to shape future skills by aligning education with employer demand, underpinned by our innovative 'On Trend Skills and Behaviours' framework which are employer-informed technical and soft skills embedded into teaching, learning, and assessment, and continually reviewed with employer input.

We maintain strong, well-established partnerships with employers across a diverse range of sectors, including Barratt Redrow, Toyota, KION ITS,

Resideo, Leicester Tigers, Melton Borough Council, NFU/CLA, Young Farmers, the Defence Animal Training Regiment, DWP, UKMHA, Logistics UK, and Landex. These connections help shape our curriculum offer and inform our investment in resources, staffing, and training, ultimately preparing students for the jobs of the future. Through our Employer Skills Forums, we ensure continuous dialogue with industry partners, enabling sector-specific insight to shape programmes and enhance students' employability.

Our contribution extends to national priorities identified by the Department for Education, including advanced manufacturing, digital technologies, construction, and clean energy. Regionally, the College Group is closely aligned with 12 of the 15 priority sectors identified by the LLBSP, and we are active collaborators in the Leicester and Leicestershire LSIP. This partnership informs the development of accessible, flexible short courses in digital and green skills and the decarbonisation of transport, delivered in collaboration with Leicester College and North Warwickshire and South Leicestershire College. These initiatives ensure we address workforce needs while avoiding duplication and maximising impact across the region.

We also provide clear progression pathways through our partnerships with Sheffield Hallam University, Loughborough University, and the University of Derby, offering industry-informed higher education opportunities. Our involvement with Innovate UK has enabled the development of bespoke digital and AI provision for SMEs, strengthening our role as an innovation skills escalator.

DEVELOPING THE PLAN: KEY STAKEHOLDERS



Internationally, Loughborough College Group continues to grow its global presence. Through the Turing Scheme, we have partnered with a Japanese college to give Hair and Beauty students the experience of a lifetime—broadening their global outlook, enhancing technical ability, and embedding cultural awareness into their learning journey. Additionally, the groundbreaking NFL Academy, delivered in partnership with Loughborough University, has supported over 40 students to earn US college football scholarships, with 19 alumni playing NCAA football in the 2024-25 season.

Closer to home, we are leading innovative projects with Motorsport UK and Williams E-sports in the emerging e-sports sector and continue to celebrate student success in hospitality and culinary competitions, including winning the prestigious Zest Quest Asia 2025. We further extend our reach through strategic partnerships with LOVE BUSINESS and KUKU, supporting brand development and fostering meaningful conversations with industry leaders.

Through these initiatives and partnerships, the Loughborough College Group is not only responding to evolving skills needs, but also shaping the workforce of the future—driving innovation, widening opportunity, and ensuring our students are the first choice for employers both locally and globally.





The Group's curriculum planning cycle leverages Labour Market Insights to strategically steer curriculum development, ensuring significant contributions to the local, regional and national priorities

Each curriculum area benefits from the expertise of a panel comprising members from the employer and stakeholder community. Loughborough College Group is at the forefront of the skills agenda, playing a pivotal role both regionally and nationally. Our approach focuses on equipping

students with the skills employers need, ensuring they are well-prepared for the workforce.

The table below outlines where the group makes a significant contribution towards local, regional and national priorities and the actions being taken to maximise this.

SECTOR SUBJECT AREA	LOCAL PRIORITY	NATIONAL PRIORITY	CURRENT OFFER	PLANNED OFFER
Advanced Manufacturing	✓	✓	Sustainable Engineering is a group priority. Large study programme provision and apprenticeships. Provision from Level 1 to Level 6.	40 more Level 4 Engineering apprentices to meet need.
Defence		✓	Large study programme offer.	Continue high quality offer with employer links.
Digital and Technologies	✓	✓	Digital is a curriculum theme and influences the culture, curriculum, and everything the college does. T Level offer and part-time adult offer.	Adult digital offer. 50 additional adult students.
Science and Mathematics	✓	✓	A leading Sixth Form with strong science and mathematics offer including further maths.	Growth in A Level offer including science and maths. 100 more A Level students.
Professional and Business Services		✓	Large study programme offer.	Continue high quality offer with employer links.
Clean Energy Industries	✓	✓	Current offer embedded within study programme and Higher Education offer.	Continue to incorporate the latest technology updates in line with industry standards and practices.
Construction	✓	✓	Study programme at Level 1 to Level 3.	Continue high quality offer.
Sport and Health	✓	✓	Provision from Level 1 to Level 6 and Apprenticeship offer. National and international recruitment based on reputation.	Growth in sports provision nationally to meet national need. 100 extra students.
Health and Social Care	✓	✓	Large study programme offers, adult provision and apprenticeships. Provision from Level 1 to Level 5.	Increase direct delivery adult students.

ANNUAL OBJECTIVES 25/26



AIM/TARGET OUTCOME	CONTRIBUTION TO SKILLS PRIORITIES	SMART OBJECTIVES
Ensure high positive progression.	High levels of positive progression will contribute to meeting skills needs.	Over 90% achieve a positive destination. Direct input from employers on curriculum design. Schemes of learning show skills mapping.
Embed the Skills Imperative 2035 skills into curriculum delivery including tutorial and enrichment. Introduce new monitoring system to allow students to self-assess on skills development and progress.	LSIP: Businesses view that having the right behaviours in their employers as being significant.	"On trend" (college branding) skills and behaviours embedded into curriculum delivery. 90% of students feedback as having developed skills to prepare them for work in exit interviews.
Professional updating curriculum delivery teams around innovation and change in high priority areas – Engineering, Health and Social Care, Construction and Digital .	Improve the quality of training and skills delivery. Teachers able to deliver a curriculum of the future and contribute to a skilled workforce. Teachers equipped with the knowledge and skills needed to stay up to date with emerging technologies, enabling them to provide relevant and practical education to students.	90% of technical staff undertake back to industry days or relevant training in key priority sectors – Engineering, Construction, Health and Social Care and Digital.
Reinvigorate and develop flexible adult learning offer in priority sectors to support adults back to work and/or to progress within work.	To provide flexible learning and different modes of study to enable adults to engage in training to develop skills needed by employers.	50 enrolments on digital offer with progression routes from Entry Level to Level 2. Skills Bootcamps – 50 students. English and Maths – 50 students. Meet ASF target.
Increased number of employers working with the college to solve workforce skills needs and recruitment challenges.	Providing a high-quality solution to workforce skills needs and recruitment challenges.	10 new employers working with the college group.
Position Stephenson College as a Centre of Excellence for employer training and skills including construction.	Training in priority skills areas.	Strong (90%) or improving employer satisfaction.
Increase the number of adults studying higher level courses (including Higher Education and Apprenticeships) to address the low levels of higher skills.	Increase number of adults with higher skills as this is currently identified as being low locally.	50 more students studying higher level courses.
Position Brooksby College as a Centre of Excellence for land-based provision including agriculture, agri-tech, countryside and environmental management and animal and equine studies. This includes apprenticeships and T Levels.	Identified local need.	50 more students studying land-based provision in 26/27.



The Loughborough College Group's alignment with local skills needs is vital for effectively preparing students to contribute to the local, regional and national workforce and economy.

Loughborough College Group undertakes regular, robust strategic reviews of its curriculum to ensure it effectively meets the needs of learners and aligns with the evolving demands of the local, regional, and national economy. These reviews are integral to maintaining a high-quality, future-facing offer that equips students with the skills, knowledge, and behaviours required to thrive in a rapidly changing world of work.

Curriculum planning is undertaken in close collaboration with regional partners, including other colleges, universities, and employers. This coordinated approach ensures seamless progression pathways, minimises duplication across the post-16 landscape, and efficiently addresses identified skills priorities within the Leicester and Leicestershire Skills Improvement Plan (LSIP) and beyond.

The Board of Governors plays a central role in shaping and challenging the College Group's strategic direction. Governors are actively involved in the annual curriculum planning cycle and review curriculum performance against current and emerging labour market intelligence. This engagement ensures provision remains agile, industry-

relevant, and aligned with local and national priorities. The Board challenges the college to make ongoing improvements in response to market trends and employer feedback.

An annual Accountability Agreement underpins this process, providing a structured framework for governance oversight and strategic review. Governors also play a key role in approving capital investments that support the delivery of a modern and responsive curriculum. Recent approvals include substantial investment aligned to the Group's Estates Strategy, supporting the development of specialist, state-of-the-art facilities in areas such as sport, digital technologies, sustainable engineering, green energy, and electrification.

Through this joined-up and forward-looking approach, Loughborough College Group ensures its curriculum remains relevant, inclusive, and responsive. It supports learners to progress with confidence and enables the regional economy to access the skills it needs to grow and innovate.



On behalf of Loughborough College Group, it is hereby confirmed that the college plan as set out in this document, reflects an agreed statement of purpose, aims and objectives as approved by the corporation at their meeting on 11th June 2025.

The plan will be published on the college's website within three months of the start of the new academic year.

Signed: Chair of Governors

Signed: Group Principal and Chief Executive Officer



