



COLLYER'S

Founded in 1532



Purpose

Our [Mission, Vision and Values](#) describe the main purpose of The College of Richard Collyer. They were fundamentally rewritten following a year-long consultation process in 2021/22 and agreed by the Governing Body in July 2022. Our vision shows a clear commitment to our statutory duty under the Skills Agenda to respond to the LSIP as well as national, regional and local employer needs:

Mission

Community, Opportunity, Achievement

Vision

Proud of our past and ambitious for our future, Collyer's will:

- Remain the top state provider of A Levels in West Sussex
- Provide a relevant range of high quality vocational and technical courses
- Offer excellent progression guidance as a pathway to university, further education and work
- Develop skills for the future that meet local needs
- Embrace an innovative culture and pioneer new technologies
- Focus on sustainability and the wellbeing of all our community
- Invest in our estate to grow and further develop our safe, accessible and attractive campus
- Build strong relationships with partners and the local community

The college operates a three-year strategic cycle. Our current [College Strategic Plan](#) and our Curriculum Strategy cover 2020-23, so predate the publication of our LSIP and also the Skills white paper and subsequent statutory duty. Inevitably therefore the ambition does not target the skills agenda explicitly. The most relevant strategic objectives are as follows:

1.2 Deliver a broad and balanced sixth-form curriculum offer that is attractive to prospective students, inspires learning, yields outstanding outcomes and is financially viable

2.4 Develop an inspiring, accessible enrichment programme that engages learners, builds motivation and skills, encourages student voice and fosters college pride

During 2022-23 we are in a strategic planning development year and the initial draft of our new College Strategic Plan for 2023-26 includes the following strategic objectives that directly target the skills agenda:

1.2 Remain the A-Level specialists of West Sussex with the widest choice of subjects delivered with expertise, alongside key vocational and technical qualifications

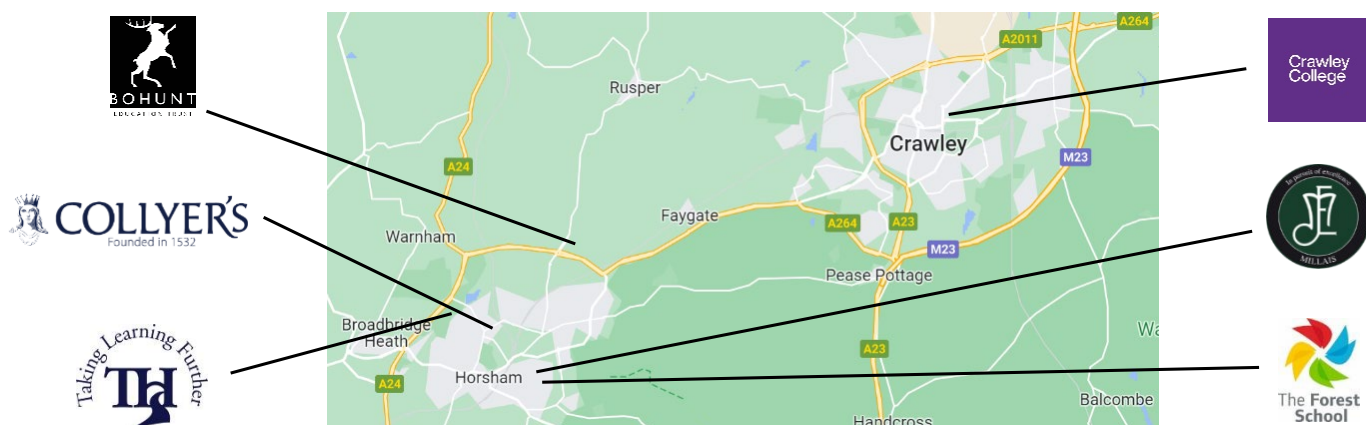
1.5 Collaborate with local and regional employers to meet their skills needs, alongside provision for all students of excellent careers advice and high quality work experience

2.5 Ensure expert careers education, information, advice and guidance including meaningful engagement with employers and H.E. providers to support student progression goals

Context and place

Collyer's is a traditional sixth form college of 2,200 students offering predominantly A Level provision based in the town of Horsham in West Sussex. We were founded nearly 500 years ago in the will of Richard Collyer, a successful London merchant and Mercer who was Third Warden of The Mercers' Company when he died in 1532. This heritage is important to us and we have benefited enormously from being one of now 16 Mercers' Associated Schools and Colleges during our existence. Mercers' institutions include Peter Symonds sixth form college in Winchester, St. Paul's School in London and the Royal Ballet School. Our original school had only 60 pupils and was based next to St. Mary's Church in the heart of Horsham. In 1892 The Mercers' Company acquired land just outside the town centre and built a new Victorian grammar school building which became the cornerstone of our current campus. Over time we have expanded and in 1976 we converted to become a sixth form college. Now, proud of our past and ambitious for the future, we have a thoroughly modern curriculum and culture but continue to respect and preserve our heritage.

Horsham has a particular school make up that derives from our conversion in 1976, when the sixth forms of the other local schools closed down to feed their students in to us as the newly created sixth form college. This dynamic continues now, with Collyer's being the only post-16 provider in Horsham town serving four 11-16 partner schools and only two other schools with sixth forms within the broader Horsham District Council – The Weald School in Billingshurst and Steyning Grammar School in Steyning. Because of this, the vast majority of local young people continue their sixth form studies with us and over the last few years in particular, in discussions with curriculum and progression leads in our town partner schools, we have slightly increased the range of vocational and technical provision as part of our agreed curriculum strategy. We remain predominantly an academic provider, in most recent years the very top state provider of A Levels in West Sussex, but currently around 25% of our learners are on mix-and-match or purely vocational provision. In the evenings we have a successful but much smaller adult education offer that is a mixture of full cost recovery leisure courses with some funded qualifications such as Access and GCSE retakes.



Context and place

The main reason for not broadening our offer even further into more technical courses such as apprenticeships or motor vehicle maintenance, hair and beauty, construction and so forth is that we understand our strengths and expertise and have grown in numbers by concentrating on what we do best. Capital funding is highly competitive and when we are able to deliver new buildings these are entirely aimed at adding extra capacity of our broadly traditional sixth form offer. A secondary but equally important reason is that Horsham is located very close to Crawley where a significant proportion of our 'out of area' students come from. Indeed with the scale of housebuilding to the North East of Horsham, local people increasingly anticipate the two towns will soon be an interlinked residential area. Crawley benefits from having a highly successful, Ofsted Outstanding General Further Education College just 8 miles away from Collyer's that is part of the Chichester College Group and which has an entirely complementary curriculum to ours – with no A Levels and focused entirely on vocational and technical. Some young people from Horsham already start courses there at 14-16 alongside their GCSE studies and the travel to learn is very straightforward and short.

Collyer's has been committed to a growth strategy for a number of years now and this has been very successful – doubling our numbers of students from 1,000 in 2000 to 2,000 in 2020. In his will our founder Richard Collyer asked that a school be founded '*none to be refused likely to learn*'. This commitment to inclusion is at the heart of our overarching approach – we have a more generous set of entrance requirements than most school sixth forms and we aim to offer all eligible students both locally and across the region access to a truly top class academic experience. Part of our growth has come by reaching further afield in terms of intake and this has seen the proportion of 'out of area' increase to just over 50% compared to 'local' students from schools in Horsham town. Students are happy to travel to us from the South coast, especially Worthing, and across from Cranleigh in the West to East Grinstead in the East. Our natural catchment diamond fortunately does not overlap with any of our relatively nearby fellow S7 consortium sixth form colleges – Reigate, Godalming, Varndean and BHASVIC. We run our own subsidised bus route up from the south coast to facilitate travel to learn given the lack of suitable local routes.

Almost 50% of our students come from three of our partner schools – Millais, The Forest School and Tanbridge House School. Bohunt Horsham is a new school that opened in 2019 so our first cohort of new students will arrive from there in 2024. Demographic data from West Sussex County Council very clearly shows consistent growth in Year 12 cohorts for the next 5 to 6 years increasing at a rate of around 4%. We have just started to see this increase in our 2022 and 2023 application numbers and our forecasts confidently predict we will grow to 3,000 students by 2030. For this reason our agreed property strategy is to deliver four new building or expansion projects to provide the capacity for the extra students.

Until 2017, Collyer's was known almost exclusively as a centre for A Level studies. In response to growing demand for mix-and-match provision and to ensure that students were developing the knowledge and skills to thrive in future life for their intended progression choices, we consciously shifted our balance of provision and adjusted our general entrance requirements. Over the next 2 years we saw the immediate benefits of this in results – by 2019 our value added for A Levels placed us as the 3rd best sixth form college in the country, and for BTEC we were 7th best. In 2019, the last year of 'normal' external exams, our A Level results placed us as the top state provider of A Levels across the whole of West Sussex for both high grades and value added (see table below). From 2017 to 2019 our split of academic / vocational changed from 90:10 to around 80:20 – driven in large part by students having more single BTECs to access as part of their study programme. If the review of applied general qualifications continues as planned, it is inevitable that our provision will shift back to a more traditional balance and that some learners will be on A Level study programmes for which they are less well-suited.

Context and place

	2018		2019		2022	
Pos.	College / School	A-Level score	College / School	A-Level score	College / School	A-Level score
1st	Collyer's	36.33	Collyer's	37.69	St Paul's Catholic College	42.95
2nd	Bishop Luffa School	35.62	Bishop Luffa School	37.43	Midhurst Rother College	42.38
3rd	St Philip Howard	34.22	Imberhorne School	35.47	Collyer's	41.67
4th	St Paul's Catholic College	34.05	Steyning Grammar School	34.21	Bishop Luffa School	41.28
5th	Chichester High School	34.04	Hazelwick School	33.62	St Philip Howard	40.89
6th	Steyning Grammar School	33.32	St Paul's Catholic College	33.03	The Regis School	39.75
7th	Imberhorne School	33.18	Holy Trinity	32.94	Hazelwick School	39.51
8th	The Weald School	32.78	The Weald School	32.26	The Weald School	39.43
9th	Hazelwick School	31.76	Oriel High School	32.14	Sackville School	39.09
10th	GB Met	31.3	Sackville School	31.51	Imberhorne School	38.17

The College is situated within Horsham District Council and more broadly West Sussex County Council. We are within the Coast to Capital LEP and the Sussex LSIP:



In 2019 we committed to launching T Levels as one of the 50 or so 'first wave providers'. Given our size and being the only post-16 provider in the town it was felt that we should have a small proportion of technical provision where we had suitable expertise and appropriate accommodation. T Level Childcare was a straight swap from our previous NCFE Early Years course and T Level Digital a natural replacement for BTEC Double IT. We also took part in the national trial of Transition programmes at Level 2 as a progression route into T Levels and our 'bridging' provision for up to 100 learners who don't quite achieve the entrance requirements to get into Level 3 immediately has been significantly developed to include an employability strand and work experience. Our full offer of courses for 2023 entry is listed below:

Context and place

ACADEMIC	
Subject Name	Qualification
Biology	A Level
Business	A Level
Chemistry	A Level
Computer Science	A Level
Contemporary Fine Art	A Level
Dance	A Level
Design and Technology - Product Design	A Level
Drama and Theatre	A Level
Economics	A Level
Electronics	A Level
English Language and Literature	A Level
English Literature	A Level
Environmental Science	A Level
Film Studies	A Level
French	A Level
Geography	A Level
Geology	A Level
German	A Level
Graphic Communication	A Level
History	A Level
Law	A Level
Mathematics	A Level
Mathematics (Further)	A Level
Media Studies	A Level
Music	A Level
Philosophy	A Level
Photography	A Level
Physical Education	A Level
Physics	A Level
Politics	A Level
Psychology	A Level
Sociology	A Level
Spanish	A Level
Textile Design	A Level

VOCATIONAL	
Subject Name	Qualification
Applied Science	BTEC National
Art and Design	BTEC National
Business	BTEC National
Creative Digital Media Production	BTEC National
Criminology	Advanced Diploma
Engineering	BTEC National
Health and Social Care	BTEC National
Information Technology	BTEC National
Music Practitioners	Extended Diploma
Sport	BTEC National
Travel and Tourism	BTEC National

TECHNICAL	
Subject Name	Qualification
Digital Production, Design and Development	T Level
Education and Childcare	T Level

TRANSITION	
Subject Name	Qualification
Art and Design	BTEC First
Biology	GCSE
Business	BTEC First
Child Development and Care	Technical Award
English	GCSE
Health and Social Care	BTEC First
Information Technology	BTEC First
Mathematics	GCSE
Sport	BTEC First
Travel and Tourism	BTEC First

Approach to developing the annual accountability statement

Each January or February our SMT meet with counterparts from each of the Horsham schools individually in a curriculum summit to review Year 8 options in our partner schools, changes in provision and how best our curriculum offer can provide all the most suitable progression routes. These discussions have led to a number of new courses being added to our roster:

- BTEC Single and Double Applied Science and Single Engineering
- T Level Childcare and Digital
- WJEC Criminology

As well as local trends and changes in demand, we are also regularly informed in our strategic thinking by membership of S7, FE Sussex, SFCA and AoC. Through regional meetings and networking with our counterparts we are able to keep abreast of the latest government policy. This has been particularly helpful in deciding on the breadth of T Level provision as Chichester College Group have readily adopted each wave of new courses as they are launched. It is important that we don't actively look to replicate a technical offer on our doorstep at Crawley College, particularly as they have the expertise and facilities to best deliver these types of courses. For this main reason it is unlikely that we will add further T Levels to our curriculum offer. Looking ahead, our commitment to continually review our curriculum offer and reflect local needs will of course continue.

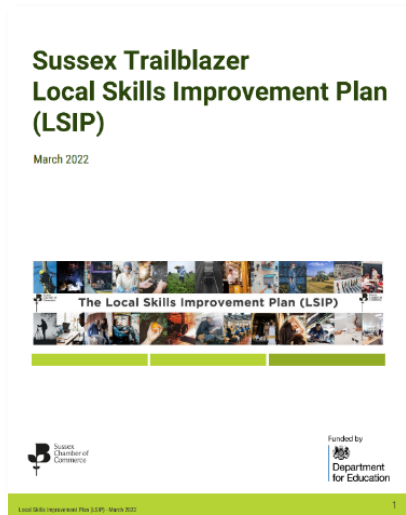
The main focus for Collyer's in terms of progression remains readying students for the world of higher education, with over 750 students applying to university last year. In doing so we make a very strong commitment to the national skills agenda as graduates enter the workforce with highly developed skills. Bespoke support programmes are offered for specific cohorts, including medics / vets / dentists and Oxbridge. The table below from HESA shows the incredibly high achievements of our students when they graduate – well above comparative school and other sixth form college settings. A smaller number of students decide to enter the workplace or go into further technical or vocational training after Collyer's. These students are also fully supported through the strongly developed tutorial provision and a range of guidance and signposting from our Careers department. All students complete work experience in Year 1 and our Level 2 Transition Programme includes employability. We are fortunate that work placements have been financially supported both by the central government Capacity Development Fund and the Mercers' Industrial Placements Fund.

All UK HEIs	Provider	Cohort size	First	Upper Second	First class and upper second class honours	Lower Second	Third	Unclassified
	The College of Richard Collyer in Ho	420	45.5%	45.7%	91.1%	6.9%	1.4%	0.5%
	Sixth Form College sector	30065	37.4%	48.0%	85.4%	12.1%	2.0%	0.6%
	State sector	164375	37.0%	47.9%	84.9%	11.8%	1.8%	1.4%
	Independent sector	26535	40.7%	50.9%	91.6%	6.4%	0.8%	1.2%

Alongside our daytime 16-18 provision we also have a successful Adult Education offer in the evenings. Supporting our local community is at the core of our college vision and this is one way in which we can use the power of education for social good outside of our traditional academic daytime provision. However, in terms of GLH, our Adult Ed provision comprises very small percentage of our total activity. Over time we have of course adapted courses to reflect local need. Last year for example we added several courses of English Language for Ukrainian refugees. We are also launching very soon an SDF funded Digital Skills course as part of our response to the LSIP to target skills gaps in the healthcare industry. Adult Education is realistically, given the nature of our institution, the predominant way in which we can target the Skills Agenda and deliver shorter courses that directly address gaps in the local labour market.

Approach to developing the annual accountability statement

In 2020 Collyer's rejoined FE Sussex as a member, partly to learn from the General Further Education colleges about engagement with the broader skills landscape. Sussex was nominated as a trailblazer area for the new LSIPs and when published the new plan had a lot of similarities with the national priorities identified in the [Skills for jobs: implementing a new further education funding and accountability system Government consultation](#) - construction, manufacturing, digital and technology, health and social care, and haulage and logistics.



Engineering and Manufacturing



Transport and Logistics



Health Science



Construction and the Built Environment



Horticulture (including viticulture) and Animal Science



Information and Communication Technology.

During 2021/22 Collyer's collaborated with fellow FE Sussex colleges on the SDF 1 funded Green Skills project. As part of the £7.2M multi-stream project, sixth form colleges delivered a new carbon literacy course led by BHASVIC. Then in 2022/23 we similarly took part in the SDF 2 funded Digital Skills project – this time a £2.9M single stream project. Here, sixth form colleges led by Bexhill College are delivering a new 'digital competency for the workforce' course.

Looking ahead, we intend to place an equal focus on local skills needs. This is important as Horsham is not located directly in the main coastal area of Sussex where much of the skills gaps intel has been derived. An initial meeting with the Head of Economic Development from Horsham District Council will lead soon to representation on a new Employer Representative Body. This will allow broader consultation with key local employers and provide a route to sourcing employer links across all of our subjects – a key target in subject QIPs.

Whilst Adult Education gives the greatest opportunity for courses targeting skills gaps specifically, in our daytime provision we have clear plans to build on existing employability work such as the excellent Next Steps events. Subjects are developing employer visits and talks as well as using real work contexts for course work. A range of new enrichment courses linked to local employers are being developed and in the future each of our three faculties will have a dedicated careers festival. More information on these ambitious plans can be found in the next section of this statement.

Contribution to national, regional and local priorities

College Quality Improvement Plan 2022-23

Aims and target outcomes	Impact on national, regional and local priorities	Region
<p>1.1 Curriculum offer A review of entry requirements for all Level 3 courses to ensure students follow programmes on which they can succeed, whilst growing student numbers to ensure financial security. A review of the Transition Programme offer for Level 2 vocational offer and studentship component.</p>	Considering new courses, particularly from the T Level offer, will help develop skills for our students to target gaps in the labour market.	National Regional Local
<p>1.4 Skills Agenda DfE whitepaper published January 2021, leading to an enhanced Ofsted EIF and ESFA reporting dashboard, requires all post-16 institutions to work with local and regional employers to address skills shortages. Our intent is to engage with and meet the expectations placed upon sixth form colleges to establish employer and higher education links that offer all students an appropriate curriculum and progression opportunities.</p>	Organising strong links with ERBs both at subject and college level will improve our understanding of skills gaps.	Regional Local
<p>1.5 T-Level and vocational offer Total enrolments to T-Level subjects = 20 in September 2022. We must increase numbers of students enrolling on T-Level courses. We must also establish high quality industry placements for Digital students. Navigate defunding of Level 3 BTEC courses to ensure our provision remains broad and relevant to our students.</p>	Increasing our numbers on T Level course will help develop skills for our students to target gaps in the labour market.	National Regional Local
<p>2.4 Collyer's 360 Expand college enrichment programme through introduction of new activities and increase volume of students engaged through strong provision, effective monitoring and intervention.</p>	The Collyer's 360 enrichment programme will include skills-related provision that can be tailored to local and regional needs.	Regional Local
<p>2.5 Careers Plan Development: Regular liaison with Careers Hub and completion of Compass Evaluation to underpin development of college Careers Plan and delivery of outstanding CEIAG.</p>	Building on feedback from the Hub and from our evaluation will further improve our IAG for learners.	National Regional Local

Contribution to national, regional and local priorities

Progression Quality Improvement Plan 2022-23

Aims and target outcomes	Impact on national, regional and local priorities	Region
6. All students have access to high-quality Careers Information, Advice and Guidance (IAG) related specifically to apprenticeships and employment.	Improving our IAG further will better support learners to access the local and regional job market, targeting skills gaps.	Regional Local
7. All Transition students and 2nd year L3 Double/Triple BTEC students offered subject specific work experience. All 1A students complete virtual WEX provided by 8billionideas or source their own via personal contacts or college promoted online sites.	Work experience opportunities give students opportunities with local employers and provide a potential pipeline of talent for local recruitment.	Local
8. L3 Employability Course and L2 Work-Related Learning deliver careers & progression content through weekly lessons. Lessons are structured with teacher directed tasks, independent research and student-centred activities. Guest speakers enhance and enrich programmes. Enrichment activities raise awareness of employment and apprenticeship progression routes	Alongside our work experience provision these specific work-related courses address skills gaps identified both locally and regionally.	Regional Local

Contribution to national, regional and local priorities

Skills Action Plan 2022-23

Aims and target outcomes	Impact on national, regional and local priorities	Region
Launch a digital short course targeting the healthcare sector developed as part of the SDF 2 funded FE Sussex collaborative project.	Targets needs identified in the LSIP	National Regional
Develop enrichment course with Cisco academy as an extension of our T Level Digital	Targets needs identified in the LSIP	National Regional
Develop enrichment courses with local employers e.g. Schroders	Targets needs identified in the local market	Local
Join a local Employer Representative Body	Meets needs identified in our recent skills summit meeting with Clare Mangan, Head of Economic Development, Horsham District Council	Local
Offer work experience to all first year students	Developing links and opportunities with local employers for future recruitment	Local
Introduce careers festival for each of the three faculties – Science, Business and Arts	Provide opportunities for local employers to build links with prospective employees	Local

Self-assessment against Ofsted Skills criteria – **Reasonable**

Governing Body statement

The Governing Body of The College of Richard Collyer confirm that the college plan as set out above reflects an agreed statement of purpose, aims and objectives as approved by the corporation at their meeting on 28th March 2023. The plan will be published on the college's website within three months of the start of the new academic year.

Chair of Governors



Dated: 16/05/2023

Principal / Accounting Officer



Dated: 16/05/2023

This accountability statement is located on the college website [here](#).

Supporting documentation

[Mission, Vision and Values](#)

[College Strategic Plan 2020-23](#)

[LSIP](#)

[Annual financial statement](#)

[Ofsted inspection report](#)



COLLYER'S

Founded in 1532

Hurst Road, Horsham, West Sussex, RH12 2EJ

Tel: 01403 210833

Email: admin@collyers.ac.uk

www.collyers.ac.uk