

Nescot



Joey Lister
Carpentry & Joinery Apprentice

ACCOUNTABILITY
STATEMENT

2025

Nescot's Purpose

Our Mission

**“To be the college of choice
enabling every learner to succeed”**

Our Values



Nurturing



Excellence



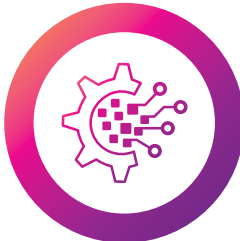
Sustainable



Compassionate



Original



Transformative



About Us

North East Surrey College of Technology (Nescot) is a modern and dynamic further education college based in Epsom in Surrey. We exist to serve our community and place the learner at the heart of everything that we do. Each year, we support over 5,000 learners achieve and surpass their goals in a wide range of courses covering:

- ▶ 16-18 Provision – including T Levels
- ▶ Apprenticeships
- ▶ Higher Education
- ▶ 14-16 Provision
- ▶ Foundation Learning
- ▶ Commercial and full cost courses for adults and employers
- ▶ Distance Learning

Our campus sits on a beautiful 60 acres site with a range of state-of-the-art facilities including a working farm, an institute of technology, immersive classrooms, science laboratories, hair & beauty salons, two theatres, construction & motor vehicle workshops, gym and sports hall, sports pitches, training kitchens & restaurant, learning resource centre and nursery. The site has been delivering education and training for over 70 years and is one of the largest employers in the area.

Students at our college also have access to a wide range of facilities to complement their studies and fill time between classes. This includes a café & restaurant, sports facilities, a gym, a comprehensive student enrichment programme, trips and visits and a number of clubs and societies. Over the past year students have visited Bali, Tenerife, Germany and Madagascar and we have launched the first college darts league alongside our basketball team and football academies.

At Nescot, we are proud to be an inclusive college that supports all our learners, with an extensive range of support available to meet needs. We have a dedicated Special Educational Needs team, a safeguarding and wellbeing team and a specialist learning resource centre.

The college is a central stakeholder in the local community – working with many charities to support local initiatives including a Food Bank, the Epsom & Ewell Hub, the Sunnybank Trust, The Royal Marsden Hospital and Phab. Students are also active in fundraising for charities including Macmillan, MIND, the Samaritans and the Children's Trust. In 2024, Nescot was proud to sign the Armed Forces Covenant recognising the importance of this strategic relationship and in 2025 we became member of the Social Recruitment Advocacy Group.

Our relationships with employers and businesses are exceptionally strong and include major corporates, public bodies and SMEs. Every year we run a range of collaborations and projects with employers including: The Jockey Club, the NHS, Toni & Guy, Atkins Realis, Ringway, Wates, Royal Caribbean Group and Gatwick Airport.

In 2023, Nescot was inspected by Ofsted and found to be 'Good' in all areas of delivery. The college has recently won a number of significant awards including Pearson Teaching Team of the Year 2024 (Silver), World Skills UK 2023 (Gold) for Creative Media, World Skills UK 2024 (Silver) for Professional Cookery and both the Surrey Business Awards and Dynamic Awards Employer of the Year in 2024.

Nescot aims to enable every learner to achieve their goals and dream big #WhyNotMe?

Julie Kapsalis
Principal & CEO

“Nescot has transformed my sister, this place is special, look at her now!”

(Nescot graduation 2025)



Nescot

Strategic Priorities 2023-2026

The Strategic Priorities below are current at the point of submitting the Accountability Statement. It should be noted that a new Strategic Plan will be signed off by the Nescot Corporation in July 2025.

- 1** Outstanding teaching and learning in an inspirational, innovative, inclusive and safe environment.
- 2** Deliver a curriculum that enables our learners to develop the skills, attitudes and qualifications to progress and succeed at work and in society.
- 3** Engage with employers and other stakeholders to offer and develop courses that are relevant and in demand.
- 4** Strong relationships with schools, other providers and community groups to generate growth in learner numbers.
- 5** Financial sustainability and a strategy to invest in the estate and our facilities to meet local needs.
- 6** An employer of choice with strong staff engagement and a commitment to support staff growth and development.

This Accountability Statement directly aligns to Strategic Priorities 2, 3 and 4 and the KPIs and objectives that sit beneath these.



Serving our Community

Nescot works in partnership with key stakeholders to ensure that we meet the economic, skills and social needs of its communities. This predominantly covers the Surrey districts and boroughs of Epsom & Ewell, Mole Valley, Reigate & Banstead and Elmbridge as well as a number of South London Boroughs including Merton, Sutton and Kingston. The Gatwick Diamond geography covering the north of West Sussex is also important as a functioning economic area.

[In February 2025, Nescot published a Community Report which can be seen here.](#)



Regional Business & Economic Profile

The LSIP for the region (published in 2023)¹ defines the local economy (currently the counties of Surrey and Hampshire) as follows²:

- ▶ The area benefits from a large economy of around £80bn GDP – ¼ of the South East GDP – and is a major contributor to the Exchequer with an above average contribution of £7.3bn in indirect taxes on products. The area is about a quarter (27%) more productive than the national average. This productivity is driven by concentrations of digital and professional services jobs as well as strengths in education and research and development. The area has a history of good resilience to economic shocks and has shown relatively strong business growth.
- ▶ The concentration of businesses is high with business density 17% above regional and 28% above the England average. Enterprises are mostly (98%) micro and small but there are significant disparities in distribution across the area (e.g. by sectors and also rural vs. urban locations). Large and medium enterprises account for most jobs and turnover (GVA). A closer look at which industries have the most jobs reflects both a knowledge and services economy with high concentrations of professional, scientific & technical and ICT employment relative to both national and regional averages, as well as those in Construction and Financial & Insurance Activities. The LSIP area has green economy strengths within homes and buildings and climate adaptation (relative to the rest of the South East).
- ▶ The area also has over one in five workplace jobs in knowledge intensive services; well above regional and national averages. Research also suggests that there are around 35,000 green jobs in the LSIP area, which represents 3.8 % of total employees. This is forecast to grow 6% per year to 57,000 up to 2030 (which would outstrip the growth of the digital sector between 2009-2019- around 4%). The concentration of jobs in knowledge intensive services and green occupations also reflects the distribution of skilled jobs across the local economy with an above average concentration of high skilled occupations (44%) compared to the region (39%) and the nation (37%). This contrasts with below average concentrations of lower intermediate and elementary occupations.
- ▶ The area has a resident working age population of nearly 1.2 million. Both the resident and the workplace workforces enjoy high wages that are above both the regional and national averages – although resident wages are typically more due to higher commuting incomes. The resident workforce is highly qualified with more than four in ten (44%) holding a degree or equivalent compared to the region (39%) and the nation (37%). The workforce has a history of strong economic activity, strong employment and low unemployment, when compared to the region and the nation.

¹ [Future Skills Hub – Surrey Chambers \(surrey-chambers.co.uk\)](https://www.surrey-chambers.co.uk/future-skills-hub)

² [Annex-A-Local-Strategic-Context.pdf \(surrey-chambers.co.uk\)](#)

- ▶ The area has above average concentration of older (age 50+) and younger (16- to 19-year olds) resident workers but a relatively smaller share of people in the prime age group (25- to 49-year-olds), including Millennials (25- to 39-year-olds). Reflecting the high levels of outward commuting in the Enterprise M3 LEP area, the LSIP area has a larger workforce than the number of available jobs. Between June 2010 and June 2020, employment increased by over 66,000 but economic activity lags behind with some 8,000 fewer residents in employment.
- ▶ The area has a history of a high economic activity rate, and the pandemic has impacted on this with growing numbers of people becoming 'economically inactive'. Looking forward, the area's ageing population will broaden the impact on this rate and further constrain the supply of labour; a supply that is likely to peak in the near future and will have implications for the retention and recruitment of staff as well as business investment and growth.



Meeting the Skills Needs – Skills Framework

Our Approach to developing the Accountability Statement

Nescot is committed to ensuring it contributes effectively to meeting the skills needs of employers in the local, regional and national economy through the range of programmes we teach, the content and planning of our curriculum and our engagement and collaboration with employers, the community and stakeholders – including civic and education partners.

The section below sets out some of the key relationships and stakeholders in the region and how we proactively engage to positively impact on outcomes for our learners and region.

Local Skills Improvement Plan (LSIP): Surrey & Hampshire

Nescot continues to play an active role in the grouping of Surrey and Hampshire colleges – soon to evolve to just a Surrey geography. The Principal & CEO of Nescot is a member of the LSIP Steering Group.

Over the past three years, Nescot has played a proactive role in the LSIP consortium – leading on behalf of Surrey FE colleges with Sparsholt College holding the central lead, A number of successful events and conferences have been held where colleagues and stakeholders have reviewed progress of the LSIP including a review of priority sectors and their strategic importance, local accountability statements, implementing the LSIP priorities and future collaboration opportunities, including joint procurement of learning materials. Work continues in this area with a new collaboration planned around use of Immersive Suites and Virtual Reality (VR).

The Surrey and Hampshire LSIP also established a core evidence base through existing strategies and Labour Market Intelligence (LMI) alongside commissioning new research, workshops/events and employer surveys. The Future Skills Hub website acts as a portal for sharing research, news and best practice. The 2024/5 Progress report will be shared in the summer: [Future Skills Hub – Surrey Chambers \(surrey-chambers.co.uk\)](https://www.surrey-chambers.co.uk)

Nescot continues to ensure our work is also informed by the London and Sussex LSIPs recognising our wider geography and travel to learn times. Collaboration with Sussex is underpinned by the college's collaborative relationship with Chichester College Group and the Universities of Chichester, Sussex and Brighton to deliver the Institute of Technology for the region. Collaboration with London is driven by links with the Greater London Authority.



Priority Themes – Surrey & Hampshire LSIP

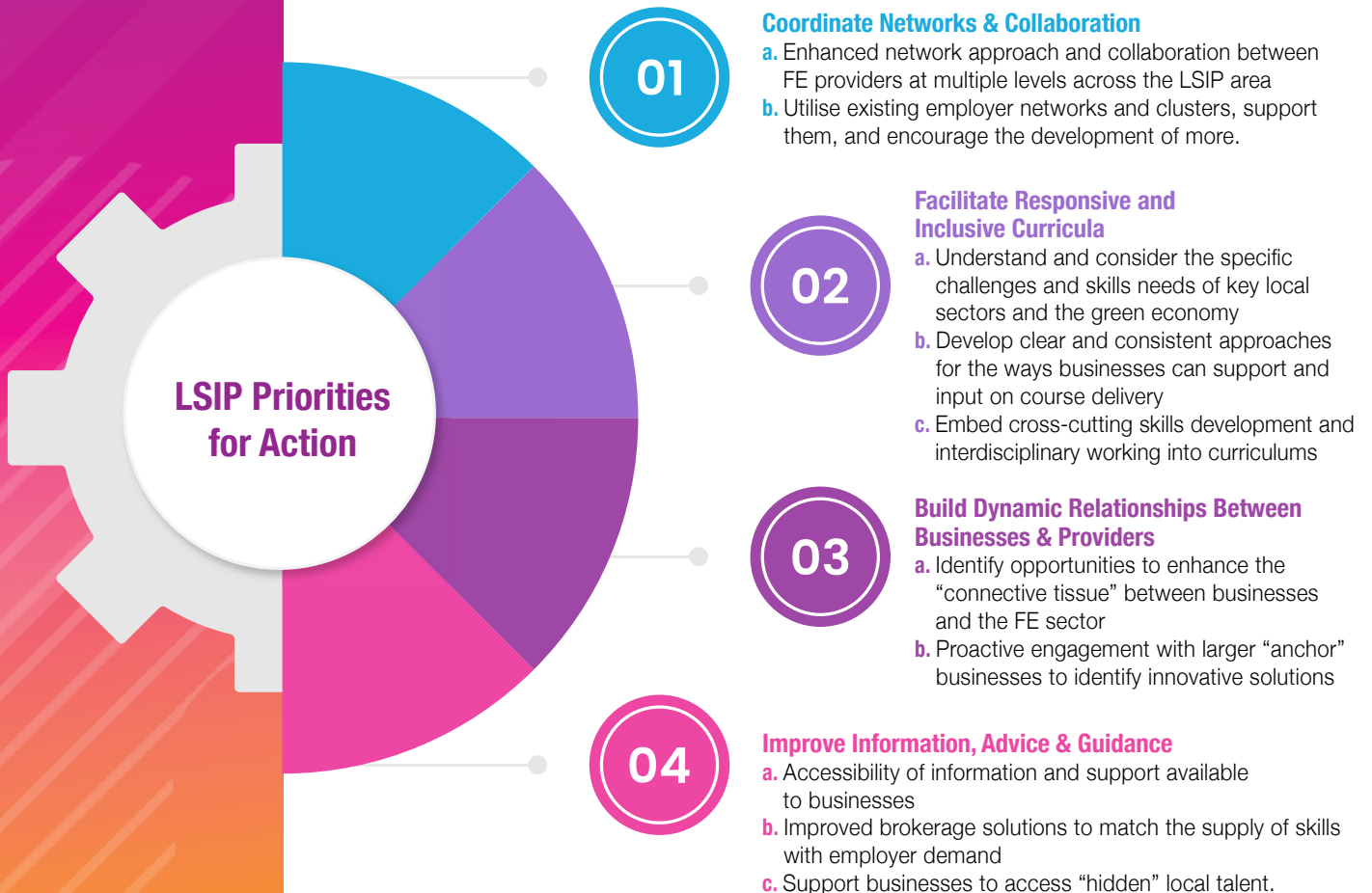
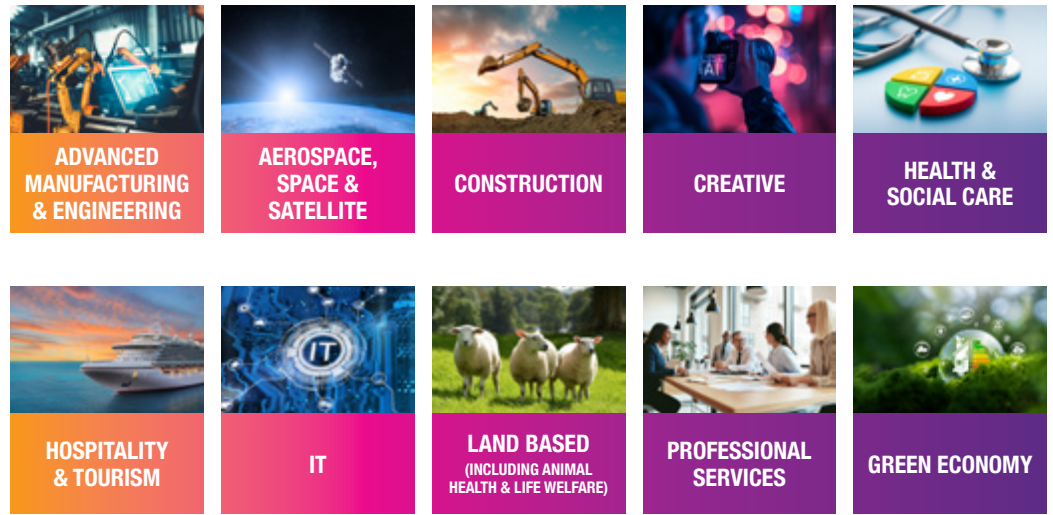
- ▶ Awareness of key sectors and occupations that are driving demand for skills – working with schools, FE/HE providers and businesses. Focus on career/skills pathways available to showcase jobs and improve recruitment into certain sectors.
- ▶ Support for businesses in understanding the education landscape - clear and easy to use place for businesses to access the information they need about local training and skills opportunities (inc. specialisms of different colleges and providers)
- ▶ Improved brokerage to match supply of skills with demand – better engagement with businesses, as well as FE/HE providers.
- ▶ Capacity within education and skills system to recruit teachers and trainers – cost-of-living crisis making this more challenging.
- ▶ Improve diversity and inclusion in certain sectors/skills and support to identify “hidden pools” of talent – for example females in construction and engineering, more males in social care, and neurodiverse people in IT

Cross-cutting Skills (identified by employers) – Surrey & Hampshire LSIP

EMPLOYABILITY (SOFT) SKILLS	DIGITAL SKILLS	PROFESSIONAL SKILLS
<ul style="list-style-type: none"> ▶ Communication ▶ Customer Service ▶ Numeracy ▶ Teamwork ▶ Punctuality ▶ Motivation/Attitude ▶ Self-management ▶ Leadership ▶ Emotional Intelligence 	<ul style="list-style-type: none"> ▶ Basic Microsoft ▶ Basic Excel ▶ Data Analysis ▶ Online communication ▶ Hybrid/virtual working ▶ Cyber safety & security ▶ Online transactions 	<ul style="list-style-type: none"> ▶ Sales/business development ▶ Marketing ▶ Procurement ▶ Project Management ▶ Product Development ▶ Leadership & Management ▶ Public Speaking

Priority Sectors – Surrey & Hampshire LSIP

The LSIP, identifies the following key/priority sectors:



Local Skills Improvement Fund (LSIF)

In December 2023, the same consortium of Surrey and Sussex Colleges secured £6m of funding to continue to respond to meeting skills needs in the region as set out in the LSIP. Building on previous collaborative activity, the project helped to provide investment in equipment and skills training needed in key sectors and in response to urgent calls from business for skills that are vital across the regional economy.

The project was carried out with the full support of Surrey and Hampshire Chambers of Commerce, alongside Surrey and Hampshire County Councils and other business networks and membership groups, to help ensure local residents and businesses can access high-quality, technical education and training that meets local future skills needs.

The project focussed on:

- ▶ Creative technology
- ▶ Advanced manufacturing, engineering and construction
- ▶ Digital
- ▶ Employability and professional skills

Nescot used c.£800k of funding to develop two new immersive classrooms at the core of its Skills Park. These are used cross curriculum to showcase and teach advances in AI and virtual reality. The facilities are also be made available to local schools and businesses. These new facilities support the professional, scientific & technical and ICT employment priorities identified in the LSIP with further opportunities to enhance CreaTech.



Strategic Partners

Nescot works closely with a wide range of local stakeholders to ensure that our offer meets local needs – in respect of supply and demand and is inclusive.

Surrey County Council

The College plays a central role working with Surrey County Council on skills and also wider economic development and social issues. The College is represented on the Surrey Forum. This is a multi-agency partnership set up to provide strong and visible leadership for Surrey and realise the full economic, social, and environmental potential of the county. The forum brings together partners from Surrey County Council, district and borough councils, local authorities, the business community, higher and further education, and the voluntary community and faith sector (VCFS). It enables partners to better co-ordinate, align and collaborate. The College is also a member of Post 16 Phase Council.

Through this strategic engagement, we are also aligned with the plans for devolution. Surrey County Council has submitted to government a proposal for two unitary councils for local government reorganisation in the county. These two councils, arranged by East and West, would replace the existing 12 councils and unlock further devolution in Surrey.

The Government decision on Local Government Reorganisation (LGR) is expected in the Autumn of 2025, with the unitary councils to go live in Spring 2027. Nescot will continue to engage with key strategic partners throughout the process.

The Careers Hub transition from the LEP to Surrey County Council has been seamless and strong collaborative working continues with Nescot also being a Cornerstone Employer and having established pioneering new delivery projects like the one with Ringway and the Council. The Principal & CEO of Nescot took over Chairing the Cornerstone Employer Group for Surrey in February 2025. The group includes some of the county's largest employers: NHS Surrey Heartlands, Wates, Mace, Ringway, BAE Systems, Atkins Realis and Brooklands Museum. The College plays a central role working with Surrey County Council on skills and also wider economic development and social issues.

Epsom & Ewell Borough Council

Nescot also has a strong relationship with the borough council supporting the delivery of their strategic priorities. The college has regular meetings with senior officers and members to drive new collaboration and innovation. Nescot is a key partner in the Epsom and Ewell Youth Hub. The hub supports people who are unemployed and in receipt of Universal Credit, into employment. The hub has given several hundred people access to training, apprenticeships and jobs.

A number of community projects are also supported by Nescot – in particular the Mayor's Charities and making the college site/assets available for polling stations and public health requirements including a holding-bay for ambulances awaiting commission.

Nescot is also a member of the Epsom Town Centre Business Improvement District (Go Epsom) – supporting the needs of the local economy and its businesses.

Nescot has also convened a group of Head teachers from the borough and neighbouring geographies covering state, (primary and secondary) and independent schools to meet annually to share best practice and collaboration. The third meeting took place in May 2025, bringing together representatives from more than 20 schools.

Joint Action Group (JAG)

Over the past 12 months Nescot has been working with key stakeholders to engage and drive action to further enhance the security of and around the campus, and to ensure the safety of staff and students accessing the campus via the footpaths surrounding all sides.

The work with Surrey County Council, Epsom and Ewel Council, the Borough Commander, British Transport Police, The Deputy Police and Crime commissioner, community based teams and our neighbouring schools has resulted in a Joint Action Group (JAG) being established and Nescot being identified to participate in a Clear-Hold-Build (CHB) pilot initiative to drive out antisocial behaviour and build community resilience around the college.

Other Partners and Stakeholders

Alongside the partners listed above, the College has a wide range of partners and stakeholders who are a key part of our community and development. These include:

- ▶ Employer Partners
 - Large Businesses
 - SMEs and micro businesses
 - Business Representative Groups – Chambers, IoD, FSB, Gatwick Diamond Business etc.
- ▶ Other Civic Partners
 - Other Local Authorities
 - NHS
 - Police and blue light services
 - Military
- ▶ Community Groups
 - Voluntary & Community Sector
 - Charities
 - Local Clubs
 - Sharing assets/facilities with the community
- ▶ Education and Training Partners
 - Schools
 - Other Colleges
 - Universities
 - Private Training Providers
 - Sussex & Surrey Institute of Technology Consortium

Fulfilling the Local Needs Duty

SurreyFE

In 2023, the four SurreyFE Colleges (Nescot, East Surrey, Brooklands and Activate Learning (Guildford, Merrist Wood & Farnham)) launched SurreyFE as an umbrella brand and vehicle to demonstrate our commitment to collaborative working.

- ▶ SurreyFE acts as a voice for the county's Further Education sector and its colleges, to ensure it delivers the personal and practical skills and training needed by students, employers and the community.
- ▶ SurreyFE is at the heart of the strategic intention to deliver the local, regional and national targets, for 16 -18 education and training, Apprenticeships, Higher Education and Adult Training and upskilling, in the county and supporting areas. The Local Skills Improvement Plans and the Surrey Skills Plan, underpins this work.

The Purpose:

- ▶ To share and celebrate good practice, bringing together specialist teams to share and learn from each other's expert, skills and knowledge.
- ▶ To develop strategic collaborations that result in successful and sustainable outcomes for the benefit of all colleges and our students.
- ▶ Oversee implementation and direction of collaborative projects led by our specialist teams.
- ▶ Bring together governors from the respective colleges for project work, professional development and collaborative working.
- ▶ Build and steer productive relationships at all levels of the respective organisations, seeking benefits wherever possible and building a strong partnership of trust and professional support.
- ▶ Seek new mechanisms for working across Surrey e.g. through funding and bid applications for the benefit of all organisations, our students and our communities.



SurreyFE Update on Activities for Local Needs Duty May 2025

SurreyFE is working on a number of pillars of activity to meet the Local Needs Duty. In 2024/25 the scope and deliverables included:

Governance

- ▶ Joint meetings with Principals/CEOs, Chairs and Governance Professionals. The March 2024 meeting focused on the Surrey devolution deal and opportunities/risks along with meeting the LSIP priorities
- ▶ New joint Governor's Conference in July 2025
- ▶ New Governor's page on the 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

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

Competitions for learners

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



Teaching & Learning Conference

- ▶ The July 2025 conference will focus on attendance - recognising this is a cross-cutting challenge and the benefits of devising joint strategies and approaches to address the sector-wide issue.
- ▶ Alongside the main event, Governors will host their own conference, focusing on key topics that are current, relevant, and vital to strengthening governance across the sector.

Turing Scheme Trip

- ▶ Students from the four colleges participated in a Turing Scheme-funded trip to Bali, providing them with the opportunity to immerse themselves in a new culture, learn from local communities, and strengthen their employability skills.

Website and LinkedIn

- ▶ The launch of SurreyFE's website and LinkedIn page. This supports SurreyFE's mission to raise its profile, foster collaboration, and reinforce its role in advancing education and skills development across Surrey.



Local Needs Duty Statement: SurreyFE

In response to the Skills Act (2022) representatives from the Corporations across Surrey FE (Nescot, East Surrey College, Activate and Brooklands College) conducted a review of how well the curriculum across the Surrey landscape meets local skills needs. The Governors considered the LSIP priorities to identify any potential gaps and further opportunities for collaborative working.

The Duty to Review

- Q1** How well does the education and training that the colleges and other organisations in this region are currently providing meet local needs.
- Q2** What actions may be taken to better meet these needs? (to better ensure learners have the skills needed to secure sustainable employment).
- Q3** How can providers widen the conversation with other teams to identify and communicate key messages about opportunities across the region and beyond?

Outcome

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.

Informing the Curriculum Planning Process

Nescot's curriculum planning is informed and driven by economic intelligence and data including from the LSIP. Each curriculum area has an Employer Engagement Panel who also provide insights, support and challenge to curriculum managers and senior staff.

Along with presenting the shape of the provision, student numbers and the financial income and viability, managers also provide justification for their curriculum (curriculum intent) using destination and progression data, alignment to LSIP/Local Authority priority areas and local market intelligence on job market growth. Managers are also questioned on innovation, curriculum efficiency, employability and occupational transferable skills development.

Planning is data-led and evidenced based. Curriculum managers have access to a dedicated curriculum planning site with a rich source of data and resources, including datasets sourced from the LSIP, local providers' offer, strategic papers published by DfE.

Corporation / Governing Body statement

This Accountability Statement has been reviewed and updated from the version published in May 2024. The document reflects our engagement with key stakeholders and refers to information provided via a number of different sources:

- ▶ Nescot Leadership & Management Teams
- ▶ Surrey & Hampshire LSIP
- ▶ LSIF and SurreyFE
- ▶ Surrey County Council
- ▶ Annual Conversations with DfE Team
- ▶ Feedback from the Skills Inspector both at our 2023 Ofsted inspection and 2025 pilot inspection
- ▶ Ongoing peer reviews and ongoing collaboration with other colleges including SurreyFE, Hopwood Hall and East Sussex College Group

The Statement was reviewed and approved by Nescot's College Leadership Team followed by scrutiny and approval by Nescot's Governing Body in June 2025. The Corporation is confident that the Statement meets the DfE requirements alongside the local skills needs and local needs duty.

The Strategic Plan objectives are reviewed through a KPI dashboard and through the College's Committee structure and formal reporting.

We continue to collaborate with other Governing Bodies through both the LSIF project and our work with SurreyFE.

Alongside this, our work on skills and impact will be continually reviewed and developed through a number of channels:

- ▶ Ofsted Inspection and the Skills Sub Judgement (reasonable)
- ▶ The College's SAR and QIP
- ▶ Governing Body Meetings and Committee Meetings
- ▶ Engagement with the LSIP and LSIF
- ▶ Engagement with Local Authorities
- ▶ Feedback from our customers
- ▶ SurreyFE and peer reviews with other colleges

[A live copy of this Accountability statement is published on our website here.](#)

Targets for 2024/25

The following table sets out targets for the 2024/25 Academic year and progress against those targets. Where targets were not achieved and are still relevant, they are 'rolled' forward to 2025/26.

TARGET / MILESTONES & (PRIORITY SECTOR/SKILL)	CONTRIBUTION TOWARDS NATIONAL / REGIONAL PRIORITIES
OBJECTIVE - DELIVERY OF T-LEVELS IN LINE WITH QUALIFICATION REFORM NESCOL STRATEGIC PRIORITY - 2, 3 & 4	
<p>DUE - SEPTEMBER 2024</p> <p>To launch deferred T-Level provision in line with initial curriculum plans (rolled over from 2023/24)</p> <p>Evolve in line with demand and curriculum/employer needs (introduction of Animal Management)</p> <ul style="list-style-type: none"> ▶ Launch Animal Management pilot ▶ Launch Health & Social Care pilot ▶ Launch Digital pilot 	<ul style="list-style-type: none"> ▶ National curriculum and qualification reform - T-level agenda COMPLETE ▶ Development of entry and higher-level opportunities for student and employers. COMPLETE ▶ Early years as an enabler to employment and Government Priority COMPLETE ▶ (Priority Sectors: Healthcare, Sciences, Animal and Digital) COMPLETE
OBJECTIVE - PROVIDE NEW EMPLOYER BASED CURRICULUM NESCOL STRATEGIC PRIORITY - 2, 3 & 4	
<p>DUE - SEPTEMBER 2025</p> <p>Diversification into Life Science sector in line with technical offer development through IoT</p> <p>DUE - SEPTEMBER 2024</p> <p>Launch of new provision and pathway in partnership with Ringway & Surrey County Council to address local skills shortages:</p> <ul style="list-style-type: none"> ▶ Construction Skills for Highways Maintenance (E3) ▶ Construction Skills for Highways Maintenance (L1) <p>Launch new provision to build on SDF investment in automotive:</p> <ul style="list-style-type: none"> ▶ Motorsport (L2) <p>Grow apprenticeship provision for progression pathways and employer demand:</p> <ul style="list-style-type: none"> ▶ Hairdressing Apprenticeship (L2) ▶ Second cohort (post pilot) Commercial Catering Equipment Technician (L3) <p>Roll out Retro Fit Training with Surrey County Council (post pilot)</p>	<ul style="list-style-type: none"> ▶ Government priority, County priority UNDERWAY STEM priority and regional specialism (Priority Sectors: Construction, Engineering, Green Economy, Hospitality & Tourism) ▶ Local skills and employer need. LSIP skills regional employment and training priority COMPLETE <p>COMPLETE</p> <p>COMPLETE</p> <p>COMPLETE</p>

TARGET / MILESTONES & (PRIORITY SECTOR/SKILL)	CONTRIBUTION TOWARDS NATIONAL / REGIONAL PRIORITIES
OBJECTIVE - GROWTH OF IoT DELIVERY NESCOL STRATEGIC PRIORITY - 2, 3 & 4	
<p>DUE - JANUARY 2025 Launch of Women in Leadership & Management Apprenticeship (WILMA) - Level 5</p> <p>DUE - SEPTEMBER 2024 Migration of some provision aligned to Ultra Low Emission Vehicles (ULEV) to IoT</p> <p>DUE - JULY 2025 Curriculum review underway with DFE territory team looking at MedTech and FinTech provision and supply/demand of current offer</p> <p>DUE - SEPTEMBER 2024 Ongoing partnership with all Surrey and Hampshire Colleges and with a focus on Surrey FE</p> <p>Immersive suites open and timetabled for use. School and employer usage programme established</p>	<ul style="list-style-type: none"> ▶ IoT - Government Priority COMPLETE ▶ STEM Priority ▶ EDI Strand - inclusion in STEM DIFFERENT ACTION TAKEN IN RESPONSE TO DEMAND. ▶ Networks & Collaboration - CEIAG COMPLETE ▶ (Priority Sectors: IT, Digital, Engineering, Creative, Construction, Health) COMPLETE COMPLETE UNDERWAY
OBJECTIVE - FURTHER BUILD THE SURREYFE PARTNERSHIP AND MAXIMISE IMPACT FROM LSIF PRIORITIES NESCOL STRATEGIC PRIORITY - 4	
<p>DUE - JUNE 2025 Deliver 4 cross college competitions (by priority sectors)</p> <p>DUE - JULY 2024 Deliver a joint Teaching & Learning conference</p> <p>DUE - JULY 2025 Create a value proposition and web portal for FE Surrey working with the 4 Surrey Colleges and Surrey County Council</p> <p>DUE - SEPTEMBER 2024 Joint CPD Event on Governance and delivering the Local Needs Duty</p>	<ul style="list-style-type: none"> ▶ Government priority, County priority - devolution ▶ Deliver Local Needs Duty COMPLETE ▶ Networks & Collaboration COMPLETE COMPLETE COMPLETE

TARGET / MILESTONES & (PRIORITY SECTOR/SKILL)	CONTRIBUTION TOWARDS NATIONAL / REGIONAL PRIORITIES
OBJECTIVE - INCREASE OF PLANNED SPENDING OF ADULT SKILLS ALLOCATION IN LINE WITH LOCAL AND REGIONAL PRIORITIES/NEEDS NESCOT STRATEGIC PRIORITY - 4	
<p>A continuation of work commenced in 2023/24 to deliver a flexible and targeted AEB offer:</p> <p>DUE - JANUARY 2025 Refocus delivery of adult skills distance learning provision targeting key employers in Surrey and the surrounding areas.</p> <p>DUE - DECEMBER 2024 Maximise AEB delivery through Employer Advantage programme (launched in May 2024) and growth of responsive skills development for those looking for career and personal development.</p> <p>DUE - OCTOBER 2025 Align some AEB provision, working in collaboration with the Job Centre Plus and Epsom & Ewell Hub to support the reskilling of their priority group clients in the over 50 age group</p>	<ul style="list-style-type: none"> ▶ Adult Skills & Lifelong Learning COMPLETE ▶ Government priority Regional & County priority (devolution) ▶ Use of GLA and ESFA Skills Development ▶ Employability Skills ▶ Digital Skills ▶ Professional Skills ▶ (Priority Sectors: Digital, Creative, Health & Social Care, Adult Skills, Employability, Progression, Partnerships, Literacy & Numeracy) UNDERWAY



Targets for 2025/26

The table below sets out targets for the 2025/26 Academic year. These targets are aligned to the 2025-28 Nescot Strategic Plan that will be signed off by the Nescot Corporation in July 2025.

OBJECTIVE	EXPECTED OUTCOME FOR 2025/26
1.0 - ENSURE THE CURRICULUM IS BEST POSITIONED TO MEET LOCAL NEEDS AND GENERATE GROWTH. NESCOL STRATEGIC PRIORITY - 2 & 3	
<ul style="list-style-type: none"> ▶ Greater innovation in curriculum delivery and progression pathways – especially at higher levels. ▶ Continue to roll out the T-Level offer with the addition of subjects from the next wave and beyond. ▶ Utilize green technologies to complement existing curriculum and support growth of the Commercial Gas Centre. ▶ Ensure the Adult Skills Fund is fully aligned to meet regional demand in Surrey and the surrounding areas. Increase the opportunities for adults to access ESOL and other essential skills i.e. Digital, English and math's. 	<p>DUE - JANUARY 2026</p> <ul style="list-style-type: none"> ▶ Refreshed Curriculum Strategy ready for 2026/27.
2.0 - BUILD ON EXISTING PLANNED APPRENTICESHIP GROWTH BY OPTIMIZING APPRENTICESHIP PATHWAYS TO ACHIEVE GROWTH. NESCOL STRATEGIC PRIORITY - 2 & 3	
<ul style="list-style-type: none"> ▶ Explore options at higher levels, and the newly introduced Foundation options. ▶ Introduce more flexible study options. 	<p>DUE - JANUARY 2026</p> <ul style="list-style-type: none"> ▶ Apprenticeship Growth plan completed prior to 2026/27 Curriculum Planning.
3.0 - BUILD ON LINKS WITH SCHOOLS & PROGRESSION PATHWAYS AND BE THE PROVIDER OF CHOICE FOR YOUNG PEOPLE, ADULTS AND EMPLOYERS. NESCOL STRATEGIC PRIORITY - 2 & 4	
<ul style="list-style-type: none"> ▶ Relaunch the School liaison service with an enhanced school offer that supports schools from year 6 upwards. ▶ Review employer engagement and stakeholder engagement priorities to ensure they align to local needs and help generate growth. 	<p>DUE - SEPTEMBER 2025</p> <ul style="list-style-type: none"> ▶ Relaunch the School liaison service. <p>DUE - JANUARY 2026</p> <ul style="list-style-type: none"> ▶ Employer engagement strategy complete.

OBJECTIVE	EXPECTED OUTCOME FOR 2025/26
4.0 - SET OUT THE FUTURE DEVELOPMENT OF THE CAMPUS, ALIGNED WITH PLANS FOR INVESTMENT AND GROWTH. NESCOL STRATEGIC PRIORITY - 1 & 5	
<ul style="list-style-type: none"> ▶ Provide the best possible facilities for our customers. ▶ Advance our work around sustainability to save money and protect our environment. 	<p>DUE - JANUARY 2026</p> <ul style="list-style-type: none"> ▶ Estate Masterplan complete. <p>DUE - JANUARY 2026</p> <ul style="list-style-type: none"> ▶ Sustainability plan complete.
5.0 - CHAMPION NESCOL AS A GREAT PLACE TO WORK AND PROGRESS YOUR CAREER, ATTRACTING NEW TALENT INTO TEACHING. NESCOL STRATEGIC PRIORITY - 1 & 6	
<ul style="list-style-type: none"> ▶ Further invest in staff wellbeing, enrichment and inclusion. ▶ Drive excellence & innovation in teaching & business support, with a focus on workload and AI. ▶ Develop staff to take up internal career opportunities. 	<p>DUE - JANUARY 2026</p> <ul style="list-style-type: none"> ▶ Employer Scorecard in place. <p>DUE - JANUARY 2026</p> <ul style="list-style-type: none"> ▶ Review pilot working from home policy. <p>DUE - JULY 2026</p> <ul style="list-style-type: none"> ▶ Enhanced CPD programme for Staff and analysis of outcome of University study. <p>DUE - JANUARY 2026</p> <ul style="list-style-type: none"> ▶ New cohort of staff apprentices. Continue work to enable staff to evolve from feeder roles in teaching.



Appendix One – Data Sources

Place/Geography and Data Sources

Priority/key sectors have been identified using the LSIP report and data from Surrey County Council. Wider data sets have also been used and referenced recognising Nescot's involvement with:

- ▶ [Surrey County Council \(and on a micro level Districts and Boroughs\) – Skills Plan for Surrey Cabinet Report - A Skills Plan for Surrey.pdf \(surreycc.gov.uk\)](#)
- ▶ [Epsom & Ewell Borough Council - Economic Development Strategy | Epsom and Ewell Borough Council \(epsom-ewell.gov.uk\)](#)
- ▶ [Emerging work of the Surrey LSIP - Future Skills Hub - Surrey Chambers \(surrey-chambers.co.uk\)](#)
- ▶ [Enterprise M3 LEP – Local Industrial Strategy Evidence Base Local Industrial Strategy | EM3 \(enterprisem3.org.uk\)](#)
- ▶ [Coast to Capital LEP – Strategic Plan build back stronger smarter and greener-1600419204.pdf \(coast2capital.org.uk\) and Skills 360 Strategy Coast to Capital Skills Strategy and Action Plan 2020 2025.pdf \(sussexlearningnetwork.org.uk\) and Local Industrial Strategy Evidence Base Coast to Capital Draft LIS Economic Profile \(coast2capital.org.uk\)](#)
- ▶ [Gatwick Diamond Initiative and Business - Our key sectors - Gatwick Diamond \(investgatwickdiamond.co.uk\)](#)



Appendix Two – Stakeholders

Nescot keeps abreast of the above through close strategic and operational/delivery relationships. These are spread across the organisation but include membership and/or involvement with:

- ▶ AI in Education (Steering Group member)
- ▶ Association of Colleges and Aoc Charitable Trust (Trustee)
- ▶ Association of Learning Providers (ALPS) - Surrey & Hampshire
- ▶ Careers & Enterprise Company (Chair, Cornerstone Employer Group, Careers Hub Member of Cornerstone Employers Group)
- ▶ Department for Work & Pensions and Job Centre Plus
- ▶ Epsom & Ewell Council and other District & Borough Councils
- ▶ Epsom & Ewell Hub
- ▶ Epsom Racecourse (Committee Member)
- ▶ ETF Sector Leaders Group
- ▶ Gatwick Diamond Business (Director)
- ▶ Gatwick Diamond Initiative
- ▶ Local charities and third sector organisations including the Rotary Club, Sunnybank and PHAB
- ▶ LSIP Working Groups and Board
- ▶ Manor Royal BID
- ▶ Regional Clusters Advisory Board: Space (Advisory Group Member)
- ▶ Social Recruitment Advocacy Group
- ▶ Surrey Chambers of Commerce
- ▶ Surrey County Council working Groups including Surrey Forum and Post 16 Phase Council
- ▶ SurreyFE
- ▶ Sussex & Surrey Institute of Technology
- ▶ WorldSkills Centre of Excellence Programme

NEWS



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