

BASINGSTOKE
COLLEGE of
TECHNOLOGY



Basingstoke College of Technology

Accountability Statement

2025/26



COLLEGE MISSION AND PURPOSE

Building Careers of Tomorrow

Building Careers of Tomorrow is our primary purpose – we offer a curriculum aligned with local and national priorities, to prepare students with demonstrable qualities that enhance their value to employers.

We have an uncompromising ambition to give every student the best opportunity to progress to university, employment or an apprenticeship.

Our vision

Inspiring our students to realise their full potential.

Our ethos

Every student should enjoy their learning experience and leave the College equipped with the skills and knowledge to be successful in their chosen field.

Our values

We have an expectation that every student will follow our three core values:

> Respectful

> Ready

> Safe



OUR STRATEGIC PRIORITIES

We strive to be the best Further Education College in the country and, through our Strategic Plan 2021-2025, we have set out six key areas where we intend to lead through innovation.



Digital skills



Personal and professional development – character, emotional intelligence, resilience and employability skills



Putting **employers and business** in the driving seat to set the skills agenda



Delivery of high quality **T levels** with outstanding business engagement and inspirational teaching



A significant expansion of **higher level** provision in Basingstoke



Leading a **low carbon** future

Curriculum intent:

Our strategic commitment is to construct our curricula so that it is flexible, responsive and designed with employers with a clear line of sight to work. As such, recognising the growing demand for skilled professionals in the dynamic creative industries, the College has significantly enhanced its capacity through the launch of its state-of-the-art film production studio, equipped with technology mirroring that used in major Hollywood productions, providing students with invaluable hands-on experience in virtual production, motion capture, and advanced filmmaking techniques.

This investment ensures our learners are equipped with the skills sought by the rapidly evolving film, television, and games development sectors. In addition, our investment in sustainable technologies means automotive students benefit from skills training in electric vehicles and our Green Energy Centre focuses on domestic retrofit with courses in air source heat pumps, solar thermal hot water systems, solar photovoltaic systems, rainwater harvesting and greywater recycling.

We have a culture of continuous improvement and strategically focus investment to ensure our learners benefit from high-quality learning environments equipped with industry leading facilities. To maintain innovative, engaging and relevant teaching, we proactively prioritise ongoing staff training that aligns with both industry advancements and the latest pedagogical best practices. We actively collaborate with employers to develop and refine our programmes, ensuring our curriculum is employer-led and remains at the forefront of educational developments.

We recognise that national skills policy is continually evolving and, therefore, this annual accountability statement takes account of these changes through:

- Engagement with employers to understand the skills needs
- Local Skills Improvement Plan
- Government, Education and Skills Policy

Core Curriculum Values:

Ambitious high standards for our staff and students with a relentless drive for excellence at all times



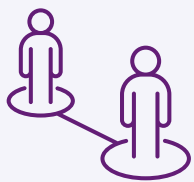
Responsive to the learners, employers and communities we serve



Inclusive - creating and maintaining a learning environment that provides opportunities for all learners to succeed and progress

Our impact:

We empower our students to thrive and contribute meaningfully to the region's future. We achieve this through a multi-faceted approach focused on real-world impact.



Bridge the Skills Gap

By analysing local economic data and engaging directly with businesses, we proactively identify and address critical skills gaps. This directly informs the development of relevant new courses, such as Digital Marketing and Cyber Security, and the adaptation of existing programmes to align with current industry standards. As a result, our students enter the workforce with the in-demand skills required by employers.



Developing Meaningful Employer Partnerships

We develop strong, collaborative partnerships with local businesses to create work placements and apprenticeships that provide practical, real-world experience that complements classroom learning.



Driving Social Mobility

We provide accessible, high-quality education with clear pathways for all students that serves as a catalyst for social mobility. Our inclusive approach ensures that every student has the opportunity to gain the skills, knowledge, and confidence needed to become valuable contributors to the economy and build their careers.

CONTEXT & PLACE

BCoT is a leading further education college located in Basingstoke and Deane, a thriving and economically resilient borough. We play a vital role in shaping the future workforce within the context of the region's evolving governance. Currently, Basingstoke is part of the Basingstoke and Deane Borough Council area for district-level services, while Hampshire County Council provides county-wide services such as strategic planning for skills and education.

Hampshire County Council leads the Hampshire Prosperity Board, uniting local authorities, businesses, and education leaders to drive regional economic growth following the government's decision to integrate the functions of Local Enterprise Partnerships (LEPs) into upper-tier local authorities. The Skills Partnership, a collaboration of educational providers guided by a steering group of businesses, educators, training providers, and local government, ensures coordinated efforts to support an inclusive and prosperous regional economy.

Recognising the government's push for devolution, plans are in progress to create a new Mayoral Combined County Authority (MCCA) for the combined geographic area of Hampshire County Council, Isle of Wight Council, Portsmouth City Council, and Southampton City Council. This area is collectively referred to as Hampshire and the Solent. The MCCA will be a new Strategic Authority, led by a directly elected Mayor for the entire Hampshire and Solent region. The first mayoral election is expected in May 2026, with the authority becoming operational around the same time. This planned shift aims to bring greater local control over strategic areas like economic development and skills, potentially allowing for a more integrated and responsive approach to workforce development in our region.

While devolution focuses on transferring powers to a regional level, there's a parallel government plan to reorganise local government by replacing the two-tier system (county and district councils) with new unitary authorities. The exact structure for Hampshire is still under development, with final proposals due in Autumn 2025. These new unitary councils will continue to deliver local services, while the MCCA will focus on strategic regional issues.



The College offers a broad range of full and part-time technical and vocational qualifications together with apprenticeships, higher education and professional courses from entry level to level 7 in a wide range of subject areas and has a large adult education provision. The College attracts learners from local and surrounding areas, with around

Each Year:

- > 1600 full-time
- > 2000 part-time
- > 600 apprentices



66.2% of our year 12 learners

are recruited from Basingstoke & Deane main secondary schools; the remainder are recruited from schools in the surrounding area.

The number of young people leaving secondary schools in the Borough rises significantly over the three-year period 2025 to 2027.

In June 2027 there will be 20% more people leaving school than in 2024, an increase of 318. Over the age range 16-19, by 2027 the total number leaving Basingstoke schools will have increased by 592 since 2024. In the last two years

31% of Basingstoke school leavers have enrolled at BCoT

70% of our adult learners

are recruited from the Hampshire area with the greatest proportion located within the Basingstoke and Deane locality. The remaining learners come from Surrey and slightly further afield. Apprentices are recruited from a much wider geography, mainly due to contracts with national employers. However, just under 70% are located within Hampshire, with 60% of those in Basingstoke & Deane.



Developing talent, shaping the future

West Berkshire Training Consortium (WBTC)

An apprenticeship training provider based in Newbury, is part of the BCoT group. WBTC works in partnership with the College to capitalise on the continued growth in the apprenticeship market and expand the group's regional presence.

ECONOMIC & BUSINESS PROFILE

The Hampshire County Council area benefits from a substantial economy and is a major contributor to the Exchequer.

Productivity in the South East, which includes Hampshire, is higher than the national average, driven by concentrations in digital and professional services, alongside established strengths in education, research, and development.

While this productivity has a spatial concentration, the area's economic vibrancy is also linked to commuting patterns, particularly to London and neighbouring urban centres.



88.7%

micro-businessess

Hampshire has a higher density of businesses compared to regional and national averages, with around 88.7% of its 60,200 businesses being micro-businesses. Although business growth has been somewhat slower in recent years, businesses that are established and grow within Hampshire tend to have good survival rates and benefit from a supportive business network.



78.4%

employment rate

The Hampshire employment landscape is strong, with an employment rate of 78.4% [for those aged 16-64]. The area has experienced a robust employment recovery, exceeding pre-pandemic levels, with growth particularly strong in administrative and support activities and ICT. Due to a low unemployment rate of 3.2% [lower than the national average of 3.8%], Hampshire faces a tight labour market characterised by significant job vacancies, especially in health, social care, sales, and IT. A notable skills gap exists, particularly in digital and technical skills.



2.1%

higher wage levels

Residents within Hampshire enjoy relatively high wage levels, with an average salary which is 2.1% higher than the national average. However, there are wage disparities between those who live and work in the area, influenced by higher commuter incomes. Related to this, the close proximity and accessibility to London and other high-wage urban areas create commuting opportunities that can pose challenges for local businesses in attracting skilled talent.



Residents in Hampshire also face some of the highest average house prices outside of London. While the area is generally prosperous, it's important to acknowledge pockets of deprivation that impact residents, particularly those with low to mid-level skills and in sectors potentially affected by automation. Hampshire's ageing workforce presents a future challenge that could put downward pressure on economic activity and affect recruitment and retention. Addressing gaps in the inclusivity and diversity of the Hampshire labour market is also crucial for sustained prosperity.



In terms of the borough, the local economy is substantial, valued at £7.4 billion, demonstrating the economic significance of Basingstoke and Deane within the region. The population has increased by approximately 10.4% since the 2011 census; a growth rate higher than that of the South East (7.5%) and England (6.6%). Mirroring trends across Hampshire, the borough's population has aged in recent years, a demographic shift that will continue and likely present challenges for future labour supply.



POPULATION AGEING

- In 2018, 17.2% of the population was aged 65 and over. By 2043, this is projected to be 24%.
- The impact of the ageing population on health and social care services is hard to predict. It may lead to increased costs or the growing number of older people may create new economic and social opportunities.

Source: ONS Subnational Population Projections, 2018

The population aged 65 and over is projected to grow by 13,040 people from 2018 to 2043

2018



30,200 people

2043



43,300 people

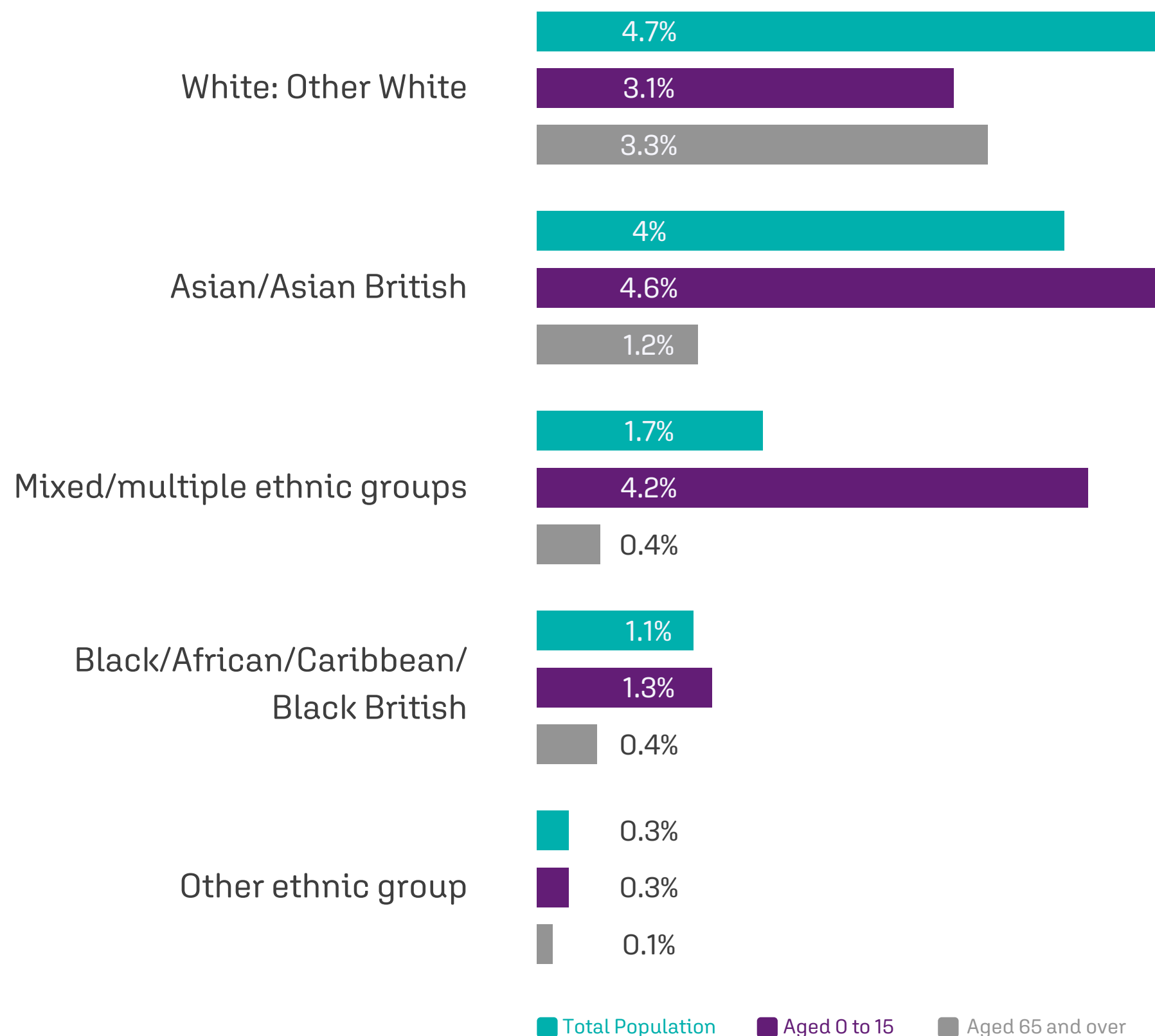


ETHNIC GROUP

- Younger age groups contain a more ethnically diverse population than older age groups.
- 94.5% of those aged 65 and over were White British, compared to 89.5% of those aged 0 to 15 years. Asian/Asian British (4.6%) and Mixed/Multiple (4.2%) were other common ethnicities in the 0 to 15 years age group.
- 79% of residents agree (and 1.4% disagree) that their local area is a place where people from different ethnic backgrounds get on well together.

Source: 2021 Census

Basingstoke and Deane is now more culturally diverse than ever before. 88.2% of the population was White British in 2021. Other ethnic groups made up 11.8% of the population.





INDEX OF MULTIPLE DEPRIVATION

- There are eight small areas in Basingstoke town within the 30% most deprived nationally.
- The least deprived area in the borough is Oakley and The Candovers. There are only 31 areas in England that are less deprived than this area.
- One area within South Ham is ranked within the 20% most deprived nationally.

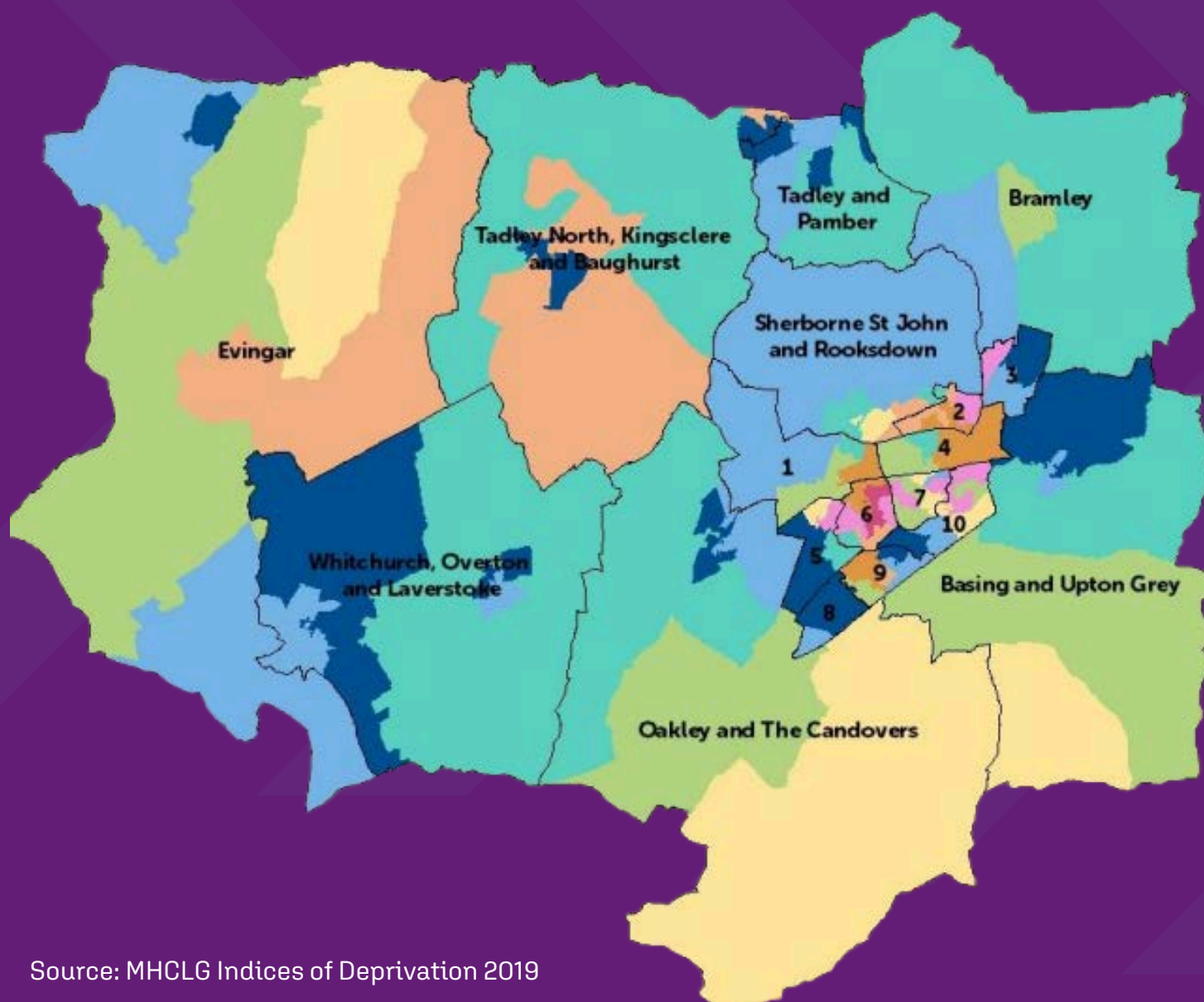
Numbered wards:

1. Winklebury and Manydown
2. Popley
3. Chineham
4. Norden
5. Kempshott and Bucksland
6. South Ham
7. Brookvale and Kings Furlong
8. Hatch Warren and Beggarwood
9. Brighton Hill
10. Eastrop and Grove

Legend

IMD

- 10% most deprived
- 11-20%
- 21-30%
- 31-40%
- 41-50%
- 51-60%
- 61-70%
- 71-80%
- 81-90%
- 91-100%
- Ward boundaries



Source: MHCLG Indices of Deprivation 2019

Basingstoke and Deane continues to have one of the lowest unemployment rates in the country; although it has increased in recent years.

Around 66% of the borough's residents work within the borough (rising to 69% when including the approximately 2,500 employed at AWE, just outside the boundary). Commuting patterns show a broad balance between residents leaving the borough for work and those commuting in from other parts of Hampshire and surrounding areas. A significant number of working residents (62.5%) travel to work by car; 11.1% work mainly from home.

Despite overall relative affluence in the borough, some parts of Basingstoke and Deane experience high levels of disadvantage, in terms of education and crime, and fall within the 10% most deprived nationally for these indicators.

Basingstoke and Deane ranks within the 40% most deprived areas nationally in terms of barriers to housing and services. This has significant implications for educational attainment, employment prospects and wider effects on health and societal engagement.

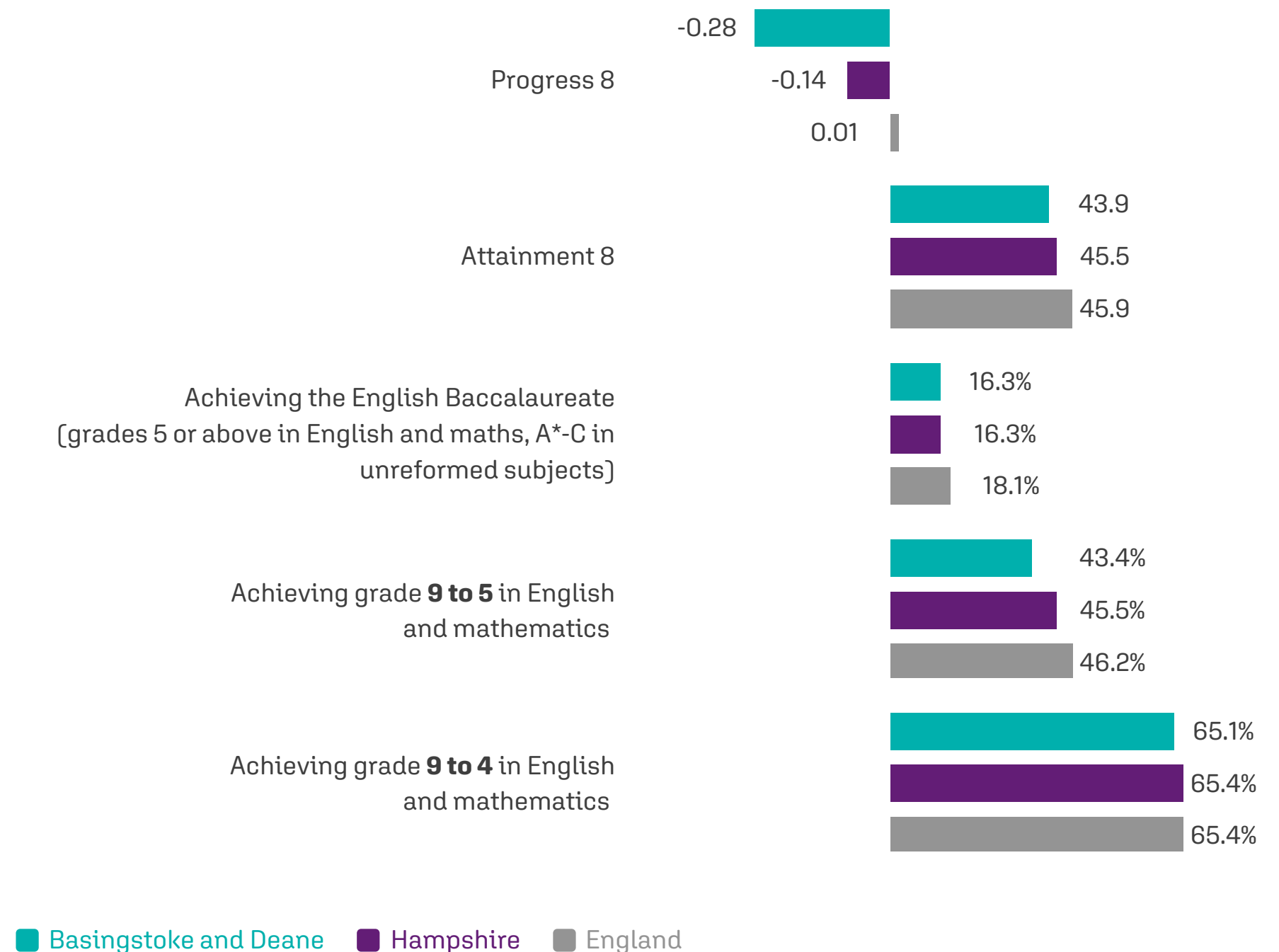


KEY STAGE 4 EDUCATION

- Most secondary schools within the borough perform below the national average.
- There are 10 secondary schools in the borough.
- ‘Attainment 8’ measures the average achievement of pupils up to 8 qualifications.
- ‘Progress 8’ aims to capture the progress a pupil makes from the end of Key Stage 2 to the end of Key Stage 4.
- The English Baccalaureate measures achievement in core subjects [English, maths, science, a language and history or geography].

Source: Department for Education Key Stage 4 performance 2023-24

The borough’s key stage 4 results are mostly below the Hampshire and England averages.



Most young people, in the primary sector, progress and perform above the national average. In contrast, the majority of the borough's 10 secondary schools perform below the Hampshire and England averages.



The percentage of young people achieving grade 9 to 5 in English and mathematics has increased over the last couple of years. However, it remains below the Hampshire and England averages. Those achieving grade 4 or above also remains below average.



ADULT SKILLS

- 73.8% of Basingstoke and Deane residents have level 3 or higher qualifications. This figure surpasses both Hampshire [71.0%] and England [67.9%], indicating a comparatively well-qualified workforce at these levels.
- Similarly, 91.1% of the borough's residents are qualified to level 2 or above, which is slightly higher than Hampshire [89.7%] and notably higher than England [86.7%].
- However, only 45.9% of residents are qualified at level 4 or above. This is slightly below both Hampshire [47.2%] and England [47.6%].

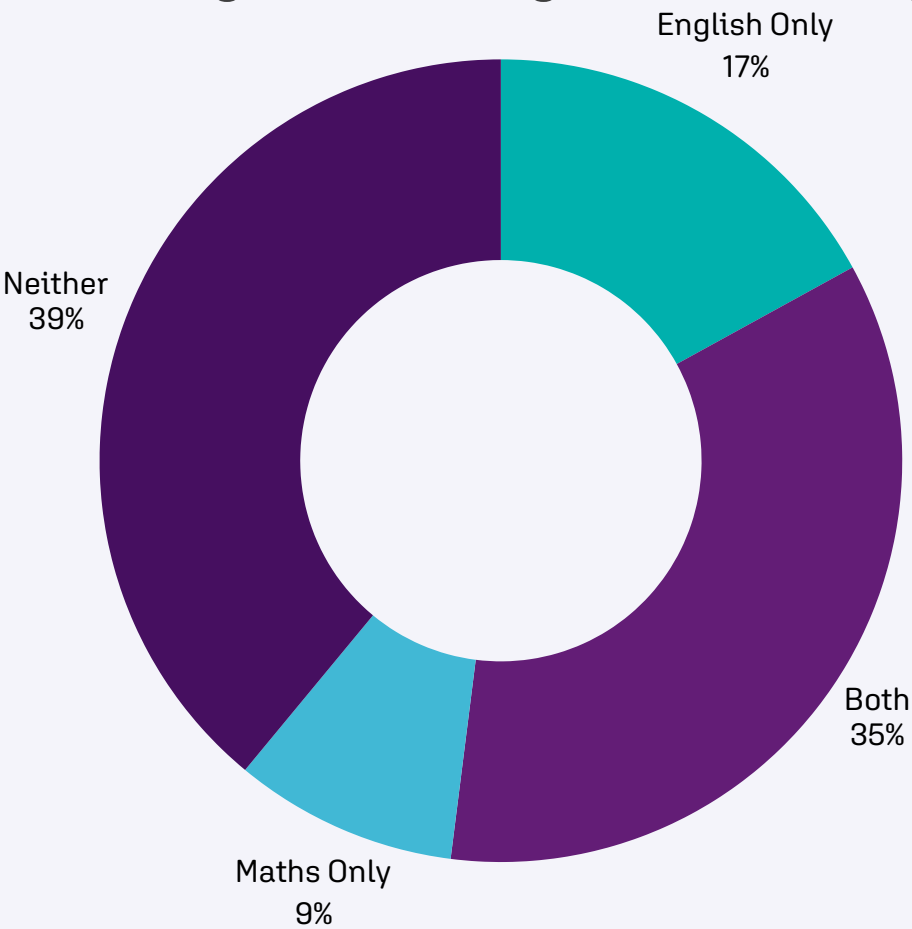
Source: NOMIS Labour Market Profile - Basingstoke and Deane 2024

Strong overall attainment up to intermediate level. However, borough residents are less qualified at higher levels than those across Hampshire and England overall.

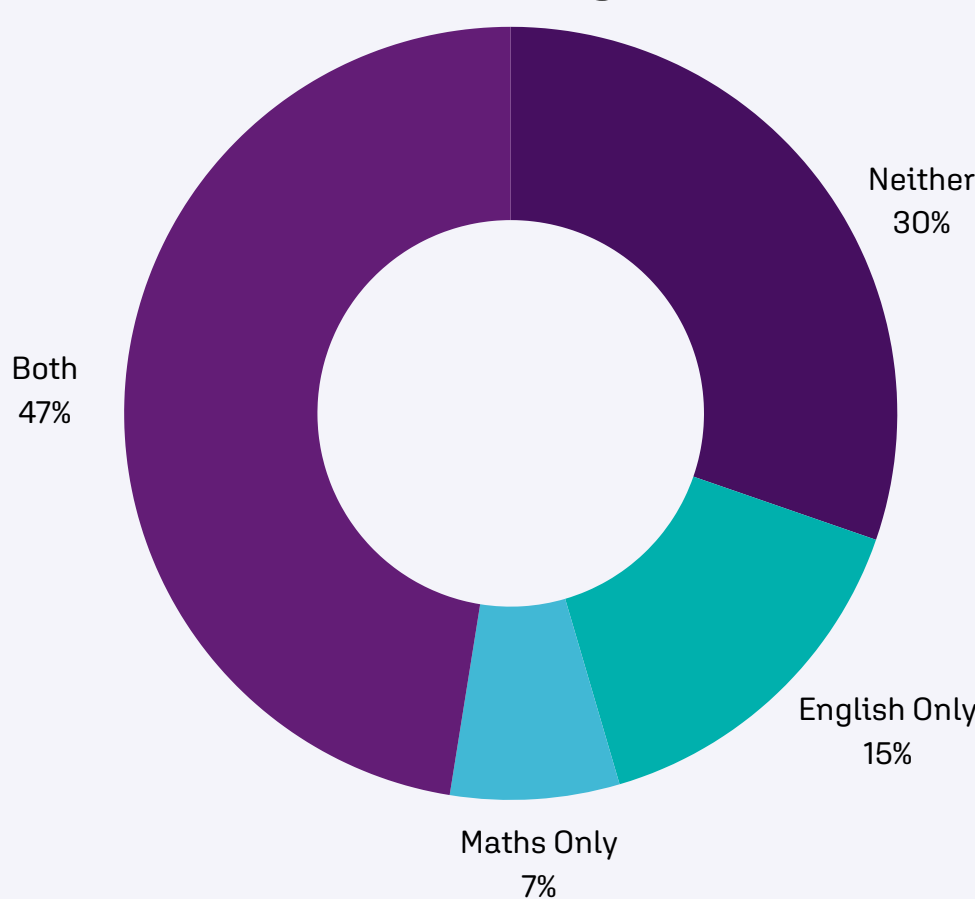


■ Basingstoke and Deane ■ Hampshire ■ England

Basingstoke College of Technology



GfE Colleges



The College’s intake of 16-18-year olds typically has educational attainment below the national average, and specifically, learners start with significantly lower grades in English and maths compared to the sector average.



In the 2024/25 academic year, 39% of learners joined without a grade 4 or above in both English and maths compared to 30% nationally in General Further Education (GfE) colleges.



35% joined the College with a grade 4 or above in both subjects compared to 47% across the GfE sector.

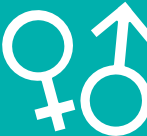
Business Landscape



The area features a dynamic and entrepreneurial business environment, with a strong presence of SMEs (small and medium-sized enterprises) and innovative companies across a mix of sectors.



This suggests a dynamic and entrepreneurial environment with capacity for growth and adaptation.



While the overall economy is strong, there are challenges. These include some increases in unemployment and a recognised need for greater gender diversity in leadership roles within businesses.



Despite these challenges, employee growth has been significant (8.54%), indicating a growing demand for labour and skilled workers within the local business community.

SKILLS NEEDS: NATIONAL PRIORITIES

The National Skills Priorities have been agreed across Government and take into account the Skills England Report, Industrial Strategy Priorities and Plan for Change.

They are areas with high volumes of vacancies which are expected to increase; long-term structural barriers to recruitment, retention, and progression issues; and are important in providing opportunities for employment in key growth areas such as green jobs, creative industries and science and technology (including AI and quantum computing). These sectors are:

- Advanced Manufacturing
- Creative Industries
- Defence
- Digital and Technologies
- Financial Services
- Life Sciences
- Professional and Business Services
- Clean Energy Industries
- Construction
- Health

The focus is on prioritising delivery through high quality programmes that have been co-designed with employers:

- T levels
- Apprenticeships
- Free Courses for Jobs
- Skills Bootcamps
- Higher Technical Qualifications (HTQs).

In addition, cross cutting themes of English, maths and digital are also a high priority with the emphasis on increasing participation and improved outcomes.



LSIP PRIORITIES

The LSIP identifies nine key sectors:



Advanced manufacturing and engineering



Aerospace, space and satellite



Land based (including animal health and welfare)



Hospitality and tourism



Construction



Health and social care



Creative



IT



Professional services

With three cross-cutting themes:



Employability skills including communication, teamwork, leadership, emotional intelligence



Digital skills including Microsoft skills, data analysis, cyber safety and security



Professional skills including sales and business development, marketing, procurement, project management, leadership and management

GREEN ECONOMY



It highlights the Green Economy as a particular focus for the area. This presents opportunities for diversification toward clean/low-carbon technologies/products and to minimise reliance on risky global suppliers by onshoring and growing more local supply chains.

Retrofitting buildings requires an additional 350,000 skilled construction workers in the UK by 2028 to meet the government's energy efficiency targets.

Construction companies in the area have reported a need to reskill and upskill the existing workforce to make existing and new buildings more energy efficient and low-carbon. Skills required include retrofitting, project coordination and heat pump and solar panel installation.

KEY PRIORITY SECTORS FOR SKILLS AND JOBS IN HAMPSHIRE

Digital Sector:

Hampshire aims to support growth in the digital economy, recognising its cross-cutting importance for innovation and productivity across various industries. This includes developing digital skills and attracting digital businesses.

Health and Social Care:

As with many regions, the health and social care sector is a significant employer in Hampshire. There is an ongoing need for skilled professionals in nursing, caregiving, and related health services.

Construction:

The construction sector is consistently highlighted in the context of skills development, particularly through Employment and Skills Plans linked to construction projects. This includes a focus on apprenticeships and training for new entrants.

Aerospace and Defence:

Centred around areas like Farnborough and Basingstoke, this sector is recognised for its technological advancements and high-skill employment. Hampshire aims to maintain and grow this sector through continued innovation and a skilled workforce. Defence is a broad area and could include engineering and manufacturing technologies, digital technologies including data analysis, computer science, network technology, cyber security and uniformed public services.

Maritime:

With a significant coastline and naval history, the maritime sector remains a vital part of Hampshire's economy, offering opportunities in shipbuilding, marine technology, logistics, and related services.

Green Technologies:

Recognising the importance of sustainability, Hampshire is focusing on developing skills and jobs in the green technology sector, including renewable energy, low-carbon solutions, and environmental services. This aligns with the broader goal of "good growth" that considers environmental well-being.

Tourism and Hospitality:

Hampshire attracts tourists, making the hospitality and tourism sector an important source of employment. Skills development in this area is crucial for providing quality services.

Rural Economy:

[Agriculture, Forestry, and Outdoor Recreation] covering a significant portion of the county, the rural economy supports jobs in agriculture, forestry, and the growing outdoor recreation and tourism industries. Sustainable practices and local produce are key aspects.

Education:

The presence of numerous educational institutions, from schools to universities, makes education a significant employment sector in itself. In addition, these institutions play a vital role in providing the skilled workforce needed for other priority sectors.



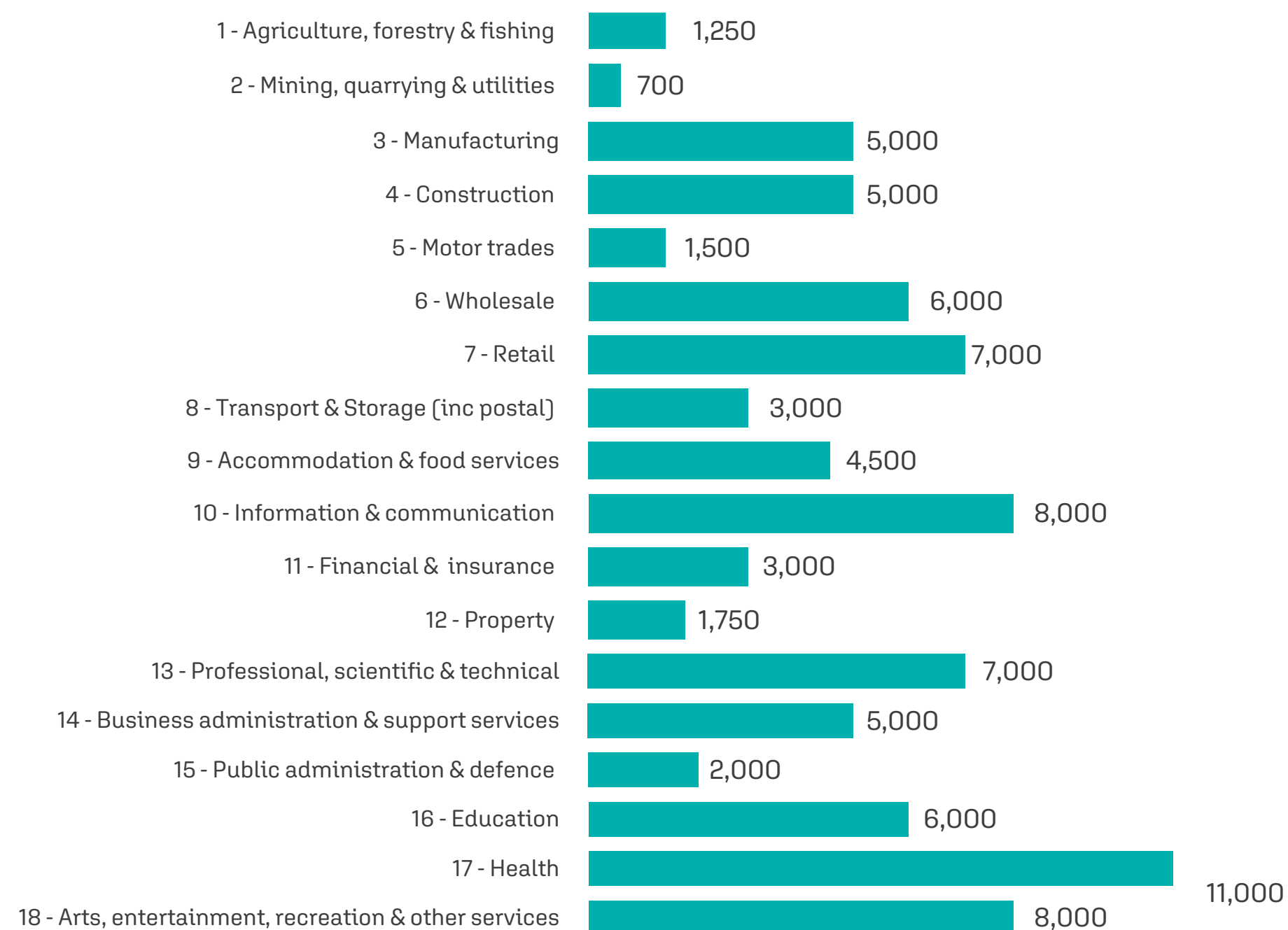
LOCAL PRIORITIES

Basingstoke and Deane's employment landscape is increasingly shaped by the health sector, which accounts for approximately 13% of employee jobs within the borough and has experienced the most significant growth over the past decade. Other sectors demonstrating notable growth include information and communication, business administration and support services, and professional, scientific, and technical industries.

- One of the borough's key economic strengths is its diverse range of industry sectors; this enables jobs to be provided across a whole range of pay scales and skill levels.
- Around 13% of employee jobs are found within the health sector.
- The most growth in jobs from 2009 to 2020 was seen in information and communication (2,000 more jobs) and health (2,000 more jobs).
- The most decline in jobs from 2009 to 2020 was seen in manufacturing (3,000 fewer jobs).

Source: ONS Business Register and Employment Survey, 2020

The borough provides around 84,000 employee jobs across a broad and diverse range of industries.



There are persistent vacancies in healthcare, social care, sales and IT. Nurses consistently appear as the top occupation in demand, followed by sales, accounts and business development managers, programmers, software development professionals and social care workers.

THE TOP GROWING OCCUPATIONS

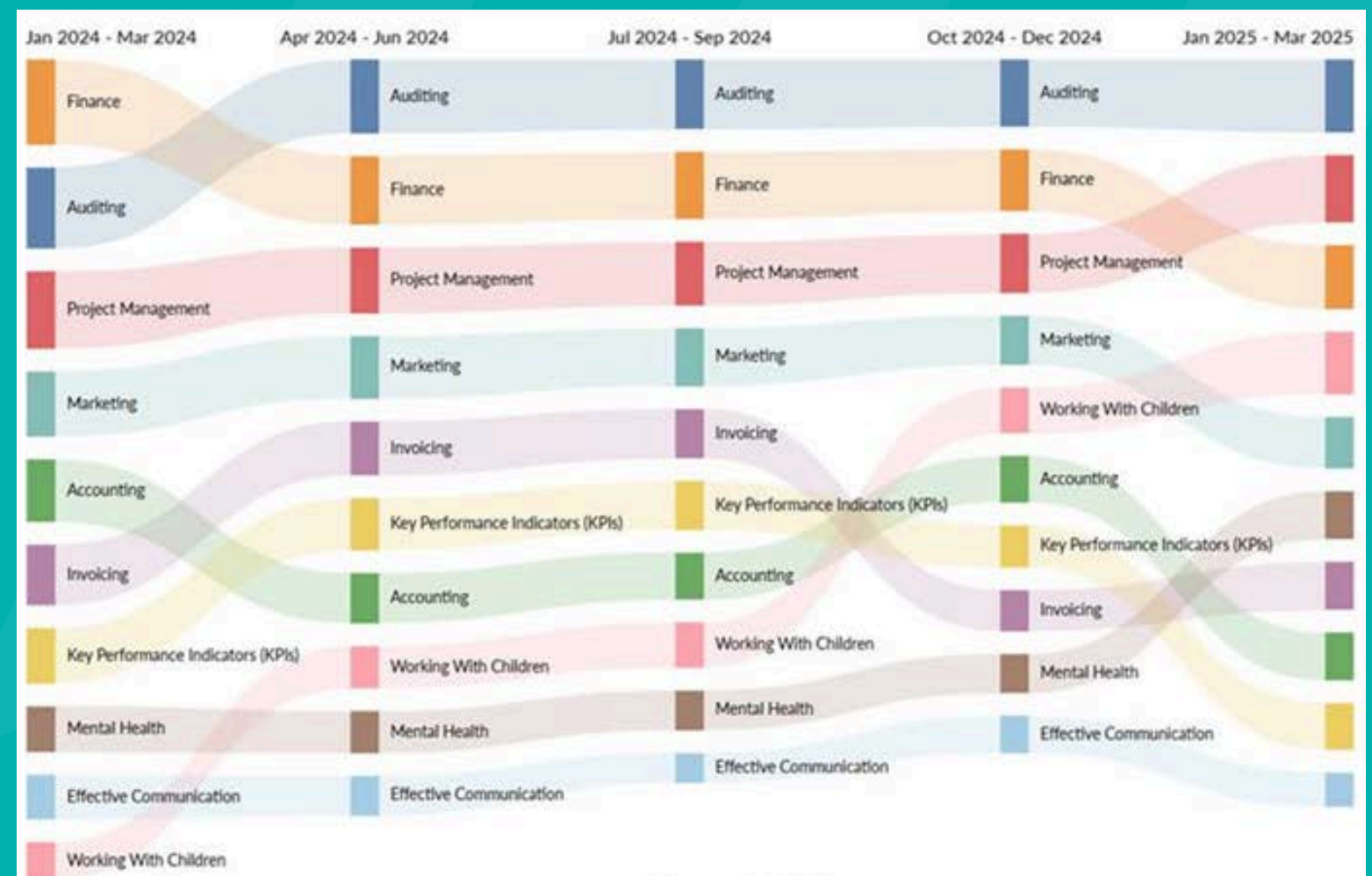
In terms of job growth, these are information and communication, health and social work and arts, entertainment and recreation.



THE TOP IN-DEMAND SKILLS

Auditing, finance and project management continue to be in the top three skills areas in high demand.

Source: Lightcast (2025)



APPROACH:

Developing the annual accountability statement

The College has a clear Strategic Plan, developed in consultation with our key stakeholders, and will shortly be consulting on the development of a new strategic plan. The aims and objectives outlined in this Accountability Agreement align with our current Strategic Plan. In developing the aims and objectives, the College has carefully considered national, regional and local priorities, particularly where these directly align.

Stakeholder engagement is key to the successful implementation of the College's strategy. Leaders have highly collaborative partnerships with a wide range of key stakeholders to shape the College's strategic direction. This includes:

- Hampshire Chamber of Commerce
- Basingstoke and Deane Borough Council
- Hampshire County Council
- Universities
- Strategic employers
- Other business representative groups and networks

“ Leaders and teachers work closely with stakeholders to design and teach programmes. They develop the content and plan the order in which it is taught so that learners acquire the skills and knowledge valued by stakeholders. ”

Strategic level engagement with key stakeholders is complemented with strong collaborative links with a range of diverse employers, through sector aligned Employer Advisory Boards, attendance at local forums, and the analysis of training needs identified by our business engagement team. We actively co-design our curriculum with employers to ensure it remains ambitious, inclusive and aligned to skills needs.

Ofsted confirmed that “Leaders invest significant time and energy developing and maintaining successful relationships with a wide range of stakeholders to share intelligence and identify and address skills gaps swiftly. Leaders and teachers work closely with stakeholders to design and teach programmes. They develop the content and plan the order in which it is taught so that learners acquire the skills and knowledge valued by stakeholders.” (Ofsted Report, 2023)

Alongside skills and economic needs, the College recognises the importance of meeting the diverse needs of individual learners and, as such, has undertaken a significant restructuring of its lower-level curriculum for the coming academic year. This redesign is specifically intended to improve life chances and provide a more robust and supportive framework for learners to successfully progress through qualification levels, with the ultimate goal of raising their aspirations and future opportunities.

In response to a significant increase in the number of students enrolling at the College with Education, Health and Care Plans (EHCPs), a trend that is expected to continue, we work closely with Hampshire County Council to provide targeted interventions for these learners to enable them to develop the skills and experience needed for employment or supported internships.

ENGAGEMENT: OTHER PROVIDERS IN THE AREA

The College collaborates closely with other FE colleges including: Sparsholt College, Andover College, Alton College, Farnborough College of Technology and Activate Learning through a range of projects to collaboratively meet stakeholder needs.

The College also works with other providers including:



SCHOOLS

We have strong links with local schools to successfully transition students into further education. This includes providing technical and vocational taster events. Our feeder schools do not have sixth forms which means there is a strong willingness to co-operate to support school leavers into their next steps in education.



UNIVERSITIES

We have key partnerships with the University of Reading and the University of Portsmouth to provide higher education courses at BCoT; the latter is also the sponsoring partner for our University Centre and one of the key strategic partners for development of our higher education courses.



INDEPENDENT TRAINING PROVIDERS

We work closely with West Berkshire Training Consortium (WBTC), an independent training provider that is part of the BCoT Group, to expand the group's regional presence. We do not sub-contract to any provider.

LOCAL NEEDS DUTY

In response to the Skills and Post 16 Education Act 2022, the governing bodies across the LSIP area conducted a review of the existing curriculum offer in the summer term of 2024, determining how well this meets local needs and ensuring that learners have the skills needed to secure local employment.

This review concluded that collectively we make a strong contribution to meeting local and national skills needs, and wish to continually improve this by proposing to:

EXPAND

Expand the curriculum offer to respond to emerging needs, relating to securing employment in both local and national skills priority sectors.



COLLABORATE

Collaborate with other providers and organisations to strengthen the quality and resilience of local provision.



PROMOTE

Promote clearer progression pathways into local employment opportunities in priority sectors.



CAPITALISE

Capitalise on duplication, as opposed to saturation, to offer more choice and opportunities to employers.

In developing the new Strategic Plan for 2025-2030, the Governing Body will further review how well the College meets local needs and any further changes that need to be made to meet this statutory duty. The focus will remain on developing the skills learners need for them to progress into employment.

The Board has also received external assurance of the College's response to meeting skills needs through a recent Ofsted inspection which confirmed that the College makes a 'strong' contribution to meeting skills needs.

Contribution to national, regional and local priorities

Sector Subject Area	Priority			BCoT Contribution to Skills Needs (2024-25)						
	LSIP	National	HCC	Study Programmes	T Levels	Apprenticeships	Free Courses for Jobs (L3)	Skills Bootcamps	HE	HTQs
Advanced Manufacturing/Engineering	✓	✓		✓	✓	✓	✓		✓	
Aerospace, Space & Satellite	✓		✓							
Creative Industries	✓	✓		✓	✓					
Defence		✓	✓	✓		✓				
Digital and Technologies including gaming	✓	✓	✓	✓	✓			✓		In development post 25/26
Financial Services		✓				✓	✓	✓	✓	
Life Sciences		✓								
Professional & Business Services	✓	✓			✓	✓			✓	
Clean Energy Industries		✓	✓					✓		
Construction	✓	✓	✓	✓		✓				
Health	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Land based including animal health & welfare	✓			✓	✓					
Hospitality & Tourism	✓		✓	✓				✓		
Marine & Maritime			✓							
Education			✓	✓	✓	✓	✓	✓	✓	

SCALE OF PROVISION

LINKED TO NATIONAL SKILLS PRIORITIES

Priority Sector	Learners in 2024/25 (priority programmes*)	Planned Learners in 2025/26 (priority programmes*)
Advanced Manufacturing	138	150
Creative Industries	-	-
Defence	60	66
Digital and Technologies	36	40
Financial Services	44	50
Life Sciences	-	-
Professional and Business Services	56	62
Clean Energy Industries	7	10
Construction	164	180
Health	47	52

*T levels, apprenticeships, skills bootcamps, free courses for jobs and HTQs

REFLECTIONS: 2023 - 2024 PRIORITIES

In our 2023/24 Accountability Statement, we set a range of objectives to further strengthen our contribution to meeting skills needs and this is what we have achieved so far.



Participation in apprenticeships has grown this year and, although not at the target level, there has been a 28% increase in the number of enrolments so far this year.



Expanded our offer for adult learners resulting in a significantly increased level of participation in courses through the Free Courses for Jobs initiative and courses to support professional development.



Opened a new Media Broadcast and Production Studio to meet the growing demand and expand our reach into the CreaTech sector.



To meet local, regional and national needs, we've increased our portfolio of T levels to include:

- Animal Care & Management
- Design & Media
- Surveying & Planning
- Broadcast & Digital Production
- Design & Development

However, T levels remain a challenge for the College, due to the entry grades of the students, and the enrolment targets were not met. Therefore, these T levels were deemed unviable to run. They are being offered again to start in September 2025.



The 'people' strategy to recruit and retain staff is showing positive results, with a significant reduction in agency staff expenditure.



Embedded competition pedagogy throughout the college and increased participation in skills competitions to support learners to develop resilience and refine their skills while working under pressure in a low stakes environment.



10% increase in enrolments in the key priority sectors of engineering, construction, healthcare, digital and creative.



Introduced a market responsive suite of Skills Bootcamp courses with learners achieving positive job outcomes, in line with national averages.

2025-26 PRIORITIES

Objective	Contribution towards national, regional and local priorities for learning and skills	Targets
Deliver a flexible and priority led offer for adult learners	A revised offer aligned to priorities will enable adults to gain skills, knowledge and behaviours to improve their job prospects supporting recruitment and economic growth	Add at least 5 new adult learning courses aligned to priority areas
		Increase the number of learners participating in Free Courses for Jobs Level 3 programmes by 10%
		Increase the number of learners participating in Skills Bootcamps by at least 20%
		Fully utilise the funding allocation for 2025/26
To continue to deliver high quality, responsive and innovative apprenticeship provision aligned to priorities	Contribute to meeting specific sector and occupational needs that have been identified by employers, through Employer Advisory Boards, local and national priorities	10% increase in apprenticeship starts
		10% increase in new businesses engaging in apprenticeship training
		Apprenticeship achievement rates to increase by at least 5%
Increase the proportion of students aged 16-18 who successfully progress to employment directly related to their vocational qualification	Enable our students to succeed in their chosen technical and vocational programme and contribute to meeting the skills needs of the local area	Increase the proportion of learners progressing to work directly related to their area of study by 3%

Objective	Contribution towards national, regional and local priorities for learning and skills	Actions
Ensure all 16-19 study programme learners gain core transferable skills through a combination of: <ul style="list-style-type: none">· Social action· Industry placements· Core transferrable skills· Embedded digital skills including advancements with AI· Participation in skills competitions	Redesigned personal development curriculum will develop core transferrable skills for all 16-19 students; a national priority. The LSIP also identified a need to invest in soft transferrable skills	Skills competitions: <ul style="list-style-type: none">• All curriculum areas participating in skills competitions• At least 4 curriculum areas entering World Skills competitions
		Redesigned personal development curriculum to include the 5Cs (critical thinking, creativity, communication, collaboration and company behaviours) to be fully implemented for all 16-19 learners
		All learners to participate in industry placement activities
Launch some deferred T Levels in line with initial curriculum plans (rolled over from 2024/25) and evolve in line with curriculum reforms and employer demand with a clear line of sight to work	Continue to develop curriculum specialisms to meet national, regional and local priorities. This will ensure more people enter the labour market in priority sectors	4 T Level courses to run in 2025/26
		Results for T level students to remain at least 1% above national averages
Fully implement a redesigned lower level curriculum to support successful outcomes and progression for all learners	To provide learners with a broad range of skills, sought by employers, in the current and emerging job market: a key priority	Improve retention for 16-18 year olds by 1%.
		Reduce the number of learners leaving education early, without a positive destination, by 5%.
Further develop the Media Broadcast and Production Studio for training and skills development opportunities across the Creative Industries in-line with local and regional priorities	Contribute to meeting the needs of a priority sector with a specific focus on Creative Industries identified by the LSIP. This will build capacity for skills development, training and knowledge transfer as well as providing enhanced opportunities for future employment and economic activity	Establish a minimum of 25 new business relationships
		Deliver training to upskill a minimum of 50 industry professionals
		Increase the number of learners using the studio, as part of their programme of study, by 10%

CORPORATION STATEMENT

On behalf of the Basingstoke College of Technology corporation, it is hereby confirmed that the plan, as set out above, reflects an agreed statement of purpose, aims and objectives as approved by the corporation. This document fulfils the statutory Local Needs Duty.

The plan will be published on the College's website and can be accessed from the following link – [click here](#):



A handwritten signature in black ink, appearing to read 'A Bravo'.

ANTHONY BRAVO OBE

Principal and Chief
Executive/Accounting Officer

Date: 18/06/25



A handwritten signature in black ink, appearing to read 'Mike Howe'.

MIKE HOWE

Chair of Governors

Date: 18/06/25



Supporting documentation:

[Basingstoke and Deane Key Facts 2022](#)

[Basingstoke and Deane Workforce Profile Information](#)

[Enterprise M3 Progress Report](#)

[Enterprise M3 \(including all of Surrey\) Local Skills Improvement Plan](#)

[Latest Ofsted Report](#)

[BCoT Financial Statements](#)

[BCoT Strategic Plan](#)

[Horizon 2050 – a vision for the future of Basingstoke and Deane](#)

[Census 2021](#)

[Skills England Report](#)

[Plan for Change](#)





[Economic Strategy for Hampshire 2025-2027](#)

[Lightcast Analyst Report](#)

BASINGSTOKE
COLLEGE of
TECHNOLOGY



01256 306484 | bcot.ac.uk | information@bcot.ac.uk

 @bcot
 BasingstokeCollegeofTechnology
 basingstoke-college-of-technology
 instabcot

Basingstoke College of Technology
Worting Road
Basingstoke
Hampshire RG21 8TN