

BHASVIC

BRIGHTON HOVE & SUSSEX SIXTH FORM COLLEGE



ANNUAL REPORT 2016-17

A new look for BHASVIC as quality remains first class

Looking back at my first year as Principal at BHASVIC, there is much to celebrate. Not least another year of exceptional results; we were extremely pleased with outcomes especially in the context of the first wave of results from the new two-year A levels in some subject areas. Put simply, BHASVIC is in the unique position of being the only college where our students' achievements place us in the top 10 Sixth Form Colleges nationally for both A level points score and A level progress. We also appear in the top 10% of state providers for both these measures – and there aren't many schools or colleges who can claim this status (for our full results analysis, see p3-4). These results secure excellent destinations for many of our students – including 39 to Oxford and Cambridge universities– and you can find more detail on our destinations data within this report.

With a new Senior Management Team established, it seemed appropriate to implement a new Strategic Plan for BHASVIC. Our mission remains to Transform Lives Through Learning with our vision to be a Contemporary, Creative, Learning Community. The 7 C's (below right) represent the strategic aims of the college and are focused on ensuring that we are a well-managed college that delivers outstanding results across a broad curriculum. We have an aspirational culture that encourages creativity and innovation. We want to be welcoming and inclusive both within our college and as part of a wider community. This last aim has led to more explicit partnership work and we



have recently joined the Strategic Board of the Pavilion and Downs Teaching School Alliance and represent the Accord group of colleges on the new Brighton and Hove Education Partnership. A full version of our strategic plan, including what we want to achieve and how we will measure our success, is available on our website.

We also rolled out a new look for BHASVIC over the summer. The logo is based on the motto from the city crest 'Between the downs and sea we flourish'. We feel it is a contemporary yet classic design that fits in with the traditional roots of the college and regency heritage of the city, and has given our campus and website a welcome facelift.

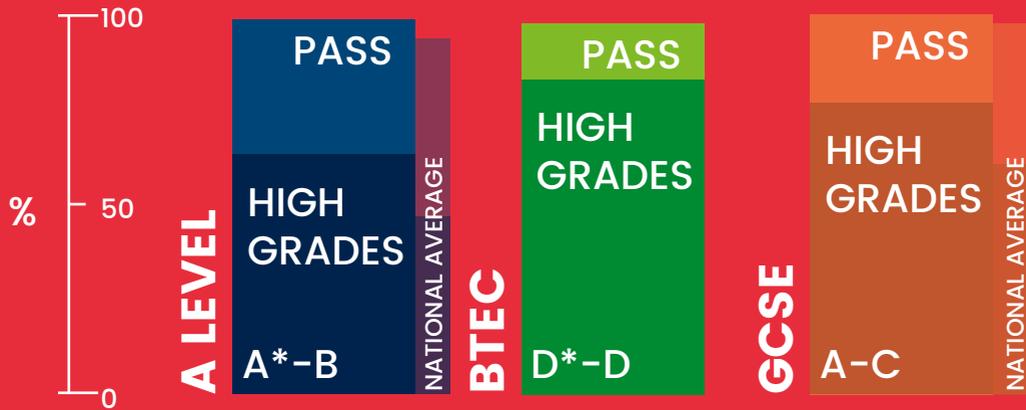
BHASVIC is in a strong position, despite very real funding pressures and challenging curriculum changes, and this is down to three key things: Our students bring with them a learning culture and a real commitment and enthusiasm to their learning; our staff are dedicated to the success of the young people we serve; and we have strong Governance. An external review of Governance this year confirmed the effectiveness of the Governing Body and we are implementing recommendations that will strengthen this further. Our biggest challenge, as ever, is to maintain our quality in all areas to ensure that we really do transform lives.

William Baldwin
Principal

Peter Freeman
Chair of Governors

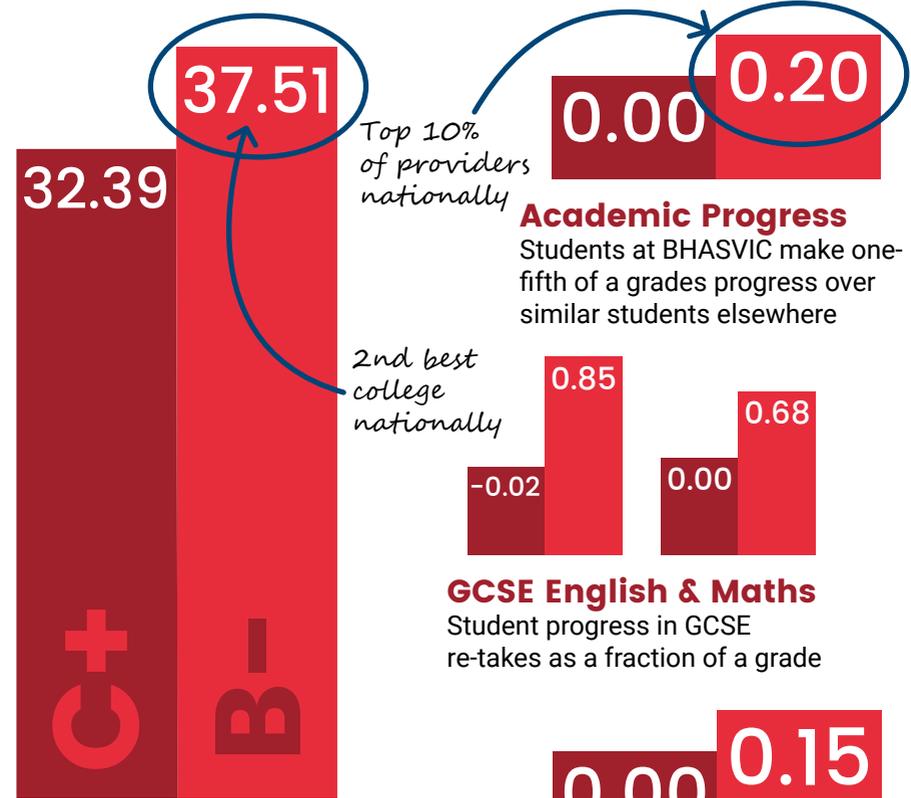


Exam Results 2017



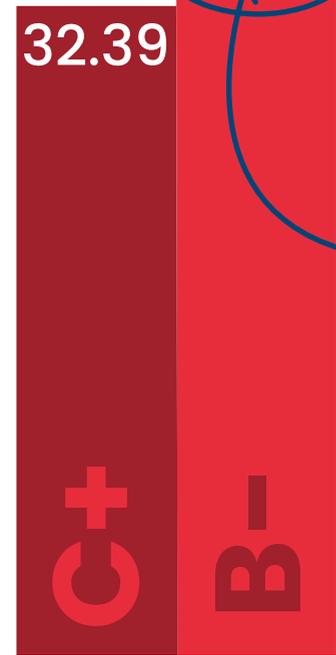
DfE Performance Measures

National Average	BHASVIC
------------------	---------



Average A level Result

Students average grade at BHASVIC is half a grade better than national average



Progress of Disadvantaged Students

Disadvantaged students at BHASVIC make one-sixth of a grades progress



Retention The percentage of students retained to the end of their studies (National comparison data not yet available)

Destinations

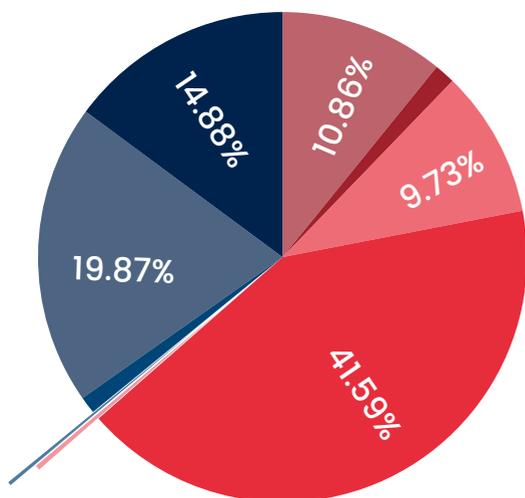
Whatever the destination, our aim is to ensure all students have received the right advice and guidance on the options available for them. 94% of all students surveyed felt they were aware of options available for continuing after BHASVIC. We completed 994 university applications for both current and ex-students in 2016-17. This is a continuing increase on the previous year of over 10%. Also of note is our continuing rise in applicants for Oxbridge and Medics.

For those that go on to university, there is evidence that students are being equipped to succeed beyond BHASVIC as the Higher Education Statistics Agency data below details.

DEGREE CLASSIFICATION	1st CLASS	1ST OR 2:1
BHASVIC	31%	87%
INDEPENDENT PROVIDERS	23%	80%
SIXTH FORM COLLEGES	24%	76%
ALL STATE PROVIDERS	23%	74%

We are particularly pleased with the success of our Widening Participation programme which is dedicated to supporting students from backgrounds which do not have a tradition of university education.

Destinations of A2 Leavers 2017



This data is accurate as of February 2018.
"Destination unknown" will reduce over time.

Entered HE	41.59%
Continued FE	9.73%
Voluntary Work	0.32%
Unemployed	1.37%
Employed	10.86%
Unknown	14.88%
Other (incl. Gap Year)	19.87%
Apprenticeship	1.13%
Not in education, employment or training	0.24%



Student Services

The value which students place on the information and guidance they receive in tutorial is evident with 92% of students agreeing that they had been well supported by their Personal Tutor during their time at BHASVIC. Subjects covered in tutorial are broad, and are constantly being updated to focus on preparation for a student's next steps, as well as their personal development and welfare. For example, The Mindfulness and Student Wellbeing initiative was launched in January 2017 which included materials for dealing the stress of studying and coping strategies which were followed up with advice on revision techniques and sleep 'hygiene' in the run up to the summer examination period. Whole group tutor sessions are supplemented by one-to-one support and intervention to help students prepare, plan and apply for their next destination.

The college began working with the National Centre for Diversity in 2016-17 to gain accreditation as Leaders in Diversity: a quality mark which recognises excellence in Equality, Diversity and Inclusion (EDI) practice. We reconvened the BHASVIC Inclusivity Group, which encouraged stakeholders from across the college to advise on EDI issues and initiatives and help formulate an EDI

Action Plan. Following a successful staff and student survey, the college was awarded “working towards” status in July 2017; and two members of staff, Aoife Tobin, (EDI Co-ordinator of the Year) and Grace Geilinger (EDI Employee of the Year) reached the last 8 nationally for an award recognising their achievements.

Grace was commended for the way in which she championed equality, diversity and inclusion in her day-to-day professional practice, as an inspiring role model to colleagues and students alike. Her passion to promote strategies which support girls’ success in maths and embedding classroom practices which are gender neutral and inclusive was noted.



Grace conducted action research as part of her own personal professional development, and used her research to inform both her own, and the college’s overall approaches to maths teaching. In 2017, she was published in The Guardian and led departmental training on gender neutral language and practice within the maths classroom.

Quality & Curriculum

The year culminated with the first set of results for reformed A levels. Needless to say, maintaining our high standards was not a coincidence. Over the last few years, much work has gone into preparing our students for these new courses as staff have carefully developed resources and assessments. September 2017 saw the last wave of subjects to move over to linear A levels – but of course these students won’t sit final year exams until June 2019 – so curriculum changes continue to be a feature as these new courses are embedded.

Mary Myatt came to speak to us at our Managers’ Away Day in March 2017. Her book ‘High Challenge, Low Threat’ mirrors the developmental, relationship-driven approach to improving quality that BHASVIC takes. Visible outcomes of this approach have included moving to an ungraded model of lesson observations and ensuring opportunities for peer observation

across departments for all teachers. We have piloted the use of IRIS lesson observation filming software to allow teachers the opportunity to watch their own lessons back and reflect on ways in which they might further improve their approach. A trailblazers group shared their experiences through our ‘Bitesize’ INSET sessions which provide a platform for staff to share and develop. Other areas that these sessions focused on last year included the Microsoft Office 365 ‘Teams’ feature, using BHASVLE to support blended learning and a visit from John Webber who talked to us about “Learning through the eyes of students”.

We hosted a highly successful cross-college External Quality Review on Assessment which highlighted areas of good practice at BHASVIC as well as opportunities to strengthen our provision. We have three teachers at BHASVIC who successfully applied to new, national advanced teacher development programmes, specifically designed for Further Education. They will be taking these programmes in 2018. Two will be taking part in the pilot Education Training Foundation’s new ‘Advanced Teacher Status’ training programme. The other will be one of the first teachers to be awarded Chartered Teacher Status by the Chartered College of Teaching. All will be supporting the success of future teachers and the young people they teach.

As we move into an era where all A level and BTEC reforms have been implemented, we look to ensure that we have used this change as an opportunity to evaluate and enhance our provision and review the rhythm of the academic year as linearity becomes ‘normal’.



The College Community

Ex-student Daisy Squires was the guest speaker at BHASVIC's Student Awards Evening. Daisy is a documentary film-maker who worked on 'Exodus: Our Journey to Europe', a BAFTA winning portrait of the migration crisis. Daisy brought Hassan Akkad with her and he told his story of escaping Syria to come to the UK to an audience who were clearly moved by his experiences.



Creative Arts

A talented group of students performed our sell-out musical production 'Evita' which took place during the last week in February. The production was first class – actors and musicians performed a technically difficult musical to a professional standard – leaving the audience wowed by the standard of performance.

As part of the Creative Arts Festival, The Visual Arts Exhibition was a celebration of work from Art, Textiles, Photography and Graphic Design students and in many places resembled more of a degree showcase than an A level exhibition. BHASVICTORs – the Media and Performing Arts department awards night was held at the Duke of York's Picturehouse with Roger Graef (documentary film-maker) as the guest speaker. The temperature was akin to Hollywood and so was the standard of work! Dance and Music events added to the spectrum of the Festival which showcased the very best of student work.

Sport

The women's football team made it to the Association of Colleges national cup final in May. It was an historic achievement to make it down to the last two teams in a competition that included club sponsored academy teams.



The final against Barnsley was held in Walsall on May 4th and BHASVIC took a coach-load of vocal travelling support to cheer the team on. Sadly, we lost in the final but did incredibly well to come runners up in a national competition. Our women's team also won their local league and the Sussex county cup – so all in all a very successful season.

The men's football 1st team were the local league winners with the 2nd team winning the Sussex county cup. The rugby team were Sussex league winners and Sussex cup finalists. They also won the Sussex 7s competition. The netball team came 2nd in the local league and reached the last 16 of the AoC National cup. The basketball 1st team played in the elite national league and reached the quarter finals of the national cup with the 2nd team winning the local league.

Sciences

In the Sciences, students successfully took part in Olympiads. In Physics, 15 students sat the Olympiad Challenge and two students achieved Silver. Six students were awarded Gold CREST awards for the Engineering Education Scheme in 2017 with 20 students recognised for their participation in the Greenpower Challenge – building and racing an electric car. In the Biology Olympiad, 2 students gained Gold, 1 Silver and 1 Bronze with 1 commendation. Chemistry students conducted research into the flammability of peat in a collaborative project with East Sussex Fire and Rescue service, presenting



their findings to members of the brigade. In the Chemistry Olympiad, 8 students were awarded medals – 2 Gold, 2 Silver and 4 Bronze. In Computer Science, 5 students were invited to the Oxford final of the Bebras competition with 2 of them making the hall of fame.

Enrichment

3 of our 4 Young Enterprise teams won awards at the Brighton & Hove and Lewes area finals at Brighton university. One of our teams, Optec, was the overall winner! This is the first year we have run this as a portfolio course and it has proved to be extremely successful.

Our Careers Enrichment Day in July gave opportunities for first year students to visit a range of workplaces including law courts, a recording studio, a Roman archaeological site, an engineering company and a marine biology experience. Other students engaged with journalists, police, scientists, medics, a film director, artists, insurers, psychologists, linguists and many other visiting professionals at BHASVIC. This built on The Futures Fair event earlier in the year which gave all students the opportunity to engage with universities, employers, apprenticeship providers and voluntary organisations.

We have started a 'listening to children read' scheme where 24 BHASVIC students go into 4 local primary schools spending time listening to them read. We hope to grow this next year.

Amongst the wealth of trips and visits that BHASVIC students took part in last year, one that stood out was the World Challenge expedition to Sri Lanka. Students took part in community and conservation work as well as taking time to soak up the culture, climate, food and sights of this wonderful island. According to end of year student surveys, 68% of students said they had been involved in curriculum trips and visits and 54% of all second year students had completed useful work experience.

In partnership with Brighton Table Tennis Club, students from BHASVIC with diverse backgrounds have been playing together to make up a team of many nations playing in the national school's competition with players from Brighton alongside those from Syria, Sudan and Afghanistan who are drawn from our ESOL courses.

Student Union

In Democracy week, the SU held well-attended hustings and elections for the new SU Executive Committee with votes cast by 600 students. Representation of a cross-section of students, including minority groups, was monitored in



2017 for the first time, and the make-up of the new SU committee reflected excellent representation of gender, ethnicity, disability, learning support & LGBTU students, when compared to the student cohort as a whole. Over the year the Student Union raised £1000 for Rocking Horse and Mind by organising a Christmas Show, Charity Day and Leavers Day event which included a photo booth, BBQ and live music. The Student Union also organised BHASVIC's first ever presence in Brighton Pride!

Venue Hire

BHASVIC's extensive facilities are available for hire. Many couples have chosen BHASVIC as a venue for their reception in the past but as of last year our historic panelled hall is now a licensed venue for Wedding ceremonies, with the first ceremony having taken place in September. Whether hosting a large event or hiring a room for a children's party, our accommodation is available for community use, and our team – who won the Business Development Award from the Sixth Form Colleges Association awards evening in June 2017 – will be on hand to assist.

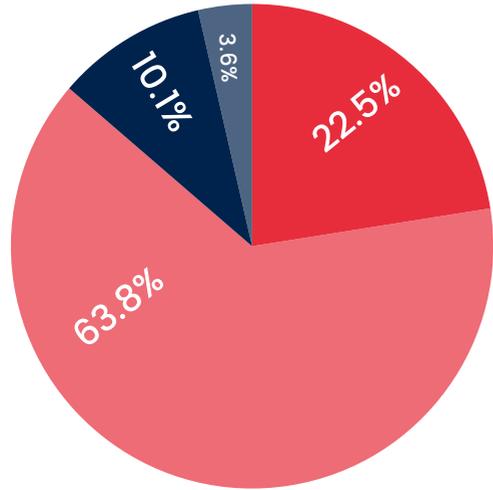
Adult Languages

This programme continues to expand its repertoire of languages with Russian and Swedish added to our evening course provision which remains an important part of BHASVIC's role in the local community.

Satisfaction Survey Results

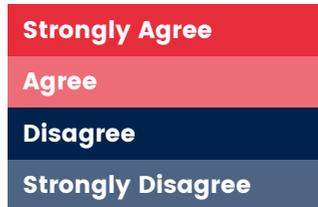
Students: A2 Leavers

Overall, I have been satisfied with my experience at BHASVIC



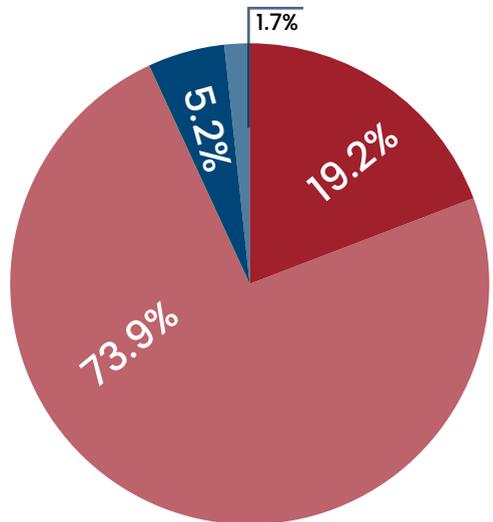
86% STRONGLY AGREE/ AGREE

“BHASVIC has a friendly & inclusive atmosphere”



Students: A1

Overall, I have been satisfied with my experience at BHASVIC



93% STRONGLY AGREE/ AGREE

“It really feels as though my teachers genuinely believe in me”



Parents

How satisfied are you with your young person’s experience at BHASVIC?

Strongly Agree



Agree



Disagree



Strongly Disagree



Neither/No View



82% STRONGLY AGREE/ AGREE

“At BHASVIC my daughter was taught that anything is possible”

Staff

I would recommend BHASVIC as a good place to work

Strongly Agree



Agree



Disagree



Strongly Disagree 0

Neither/No View



96% STRONGLY AGREE/ AGREE

“I am always impressed at what a flexible & generous employer BHASVIC is”

Accounts

Statement of comprehensive income and balance sheet

	2017	2016
£000's	£000's	£000's
INCOME		
Funding body grants	11,698	10,765
Tuition fees and education contracts	1	3
Other income	790	760
Investment income	21	0
Total income	12,510	11,528
EXPENDITURE		
Staff costs	8,641	7,793
Other operating expenses	2,822	2,361
Depreciation	608	736
Interest and other finance costs	180	208
Total expenditure	12,251	11,098
Surplus/(deficit) before other gains and losses	259	430
Change in market value of other investments	14	8
Surplus before tax	273	438
Taxation	0	0
Surplus for the year	273	438
Remeasurement of net defined pension liability	1,297	(502)
Total comprehensive income for the year	1,570	-64
BALANCE SHEET AT 31 JULY		
Fixed assets		
Tangible assets	11,958	12,121
Current Assets		
Stocks	3	11
Debtors	377	280
Investments	2,141	1,126
Cash at bank and in hand	2,895	2,926
Total current assets	5,416	4,343
Less: Creditors falling due within one year	(2,239)	(1,810)
Net current assets	3,177	2,533
Total assets less current liabilities	15,135	14,654
Less: Creditors falling due after more than one year	(7,442)	(7,599)
Defined benefit obligations	(2,711)	(3,643)
Total net assets	4,982	3,412
Unrestricted reserves		
Income and Expenditure account	2,741	1,095
Revaluation	2,241	2,317
Total reserves	4,982	3,412



Corporation Membership 2016-17

NAME	PROFESSION	COMMITTEE/S
Lucy Aditi	Guidance Manager - BHASVIC	Quality & Curriculum
William Baldwin	Principal	Audit; Finance & General Purposes; Human Resources; Quality & Curriculum; Search; Premises Group
Stephen Berry	Project Coordinator - Kent, Surrey and Sussex Rehabilitation Company	Quality & Curriculum (until Dec 2016)
Kerry Doyle	Principal Lecturer, School of Education, University of Brighton	Quality & Curriculum (until Dec 2016)
Hannah Duffy	Student	Quality & Curriculum (until April 2017)
Peter Freeman	Retired Civil Servant - Department for International Development	Chair of Corporation. Finance & General Purposes; Governance (Chair); Human Resources; Quality & Curriculum; Remuneration (Chair); Search (Chair); Premises Group (Chair)
Lindi Galloway	Retired Teacher	Governance; Quality & Curriculum (Chair until Aug 2017)
Gillian Hampden-Thompson	Head of the School, Professor of Education and Social Work, University of Sussex	Quality & Curriculum (Chair from August 2017), Governance (from August 2017)
Christian Heeger	Audit Director, Grant Thornton	Audit Committee
Dearbhaile Hunt	Student	Quality & Curriculum (until April 2017)
Veronica Jinks	Housing Association - Housing Officer	Human Resources

NAME	PROFESSION	COMMITTEE/S
Howard Kidd	Retired - Business and Audit Partner, Grant Thornton; Various Charitable organisations - Board Level	Governance; Finance & General Purposes (Chair); Remuneration; Search; Premises Group
Chris Newson	Chairman and CEO of The Student Room	Finance & General Purposes
Sarah Nield	Project/Business Manager for Management Consultancy working for the NHS	Quality & Curriculum
Lynn O'Meara	Deputy Head, Student Life Team, Senior Student Life Advisor, University of Sussex	Quality & Curriculum
Neil Perry	Head of HR, Legal and General	Governance; Human Resources (Chair); Remuneration
Sandra Prail	Independent Consultant	Vice-Chair of Corporation. Audit (until Dec 2017); Governance; Human Resources; Remuneration; Search
Jo Redfern	Managing Director of Education Cubed	Quality & Curriculum
Sue Smith	Science Technician - BHASVIC	Audit; Human Resources
Abby Stock-Duerdoth	Student	Quality & Curriculum (from July 2017)
Tom Wolfenden	Group Director of Operations, Technopolis Group	Audit (Chair); Governance; Search

Brighton Hove and Sussex Sixth Form College (BHASVIC) is an independent Corporation formed under the Further and Higher Education Act 1992.

bhasvic.ac.uk

