



CENTRAL SUSSEX COLLEGE

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Annual Report

2008 - 2009



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## General

Number of qualifications.....	643
Number of courses.....	1,132
Number of enrolments.....	28,477
Turnover.....	31.4 million

## Students

Total number of students.....	12,558
Full-time students.....	3,051
Part-time students.....	9,507
Average age of students.....	29
Number of male students.....	6,588
Number of female students.....	5,970

## Staff

Number of teaching staff.....	619
Number of support staff.....	275
Total number of staff.....	894
Full-time equivalent.....	650

## Corporation Members

John Peel OBE (Chair)  
Clive Behagg  
Patrick Berry  
Martin Delbridge - until 31.03.09  
Michael Easter - from 16.07.09  
Leslie Edwards (Student Member) - from 20.10.08  
Mark Froud  
Paul Harding  
Antony Hyams-Parish  
Peter Mansfield-Clark MBE - from 16.07.09  
Gill Marshman  
Sylvia Meli  
Alan Morris - until 20.10.08  
Adam Passingham (Student Member)  
Mark Read  
Zoe Richardson  
Ramesh Shingadia  
Russell Strutt (Principal)

## Inspection success and TQS



An OFSTED inspection in March 2009 recognised and praised the College's continuing commitment to delivering high quality training to all, and saw the awarding of a 'Good' status across all of the main areas judged.

Inspectors noted in particular the College's responsiveness and flexibility with regard to employers, commenting: "Employers' needs are met particularly well through flexible delivery and assessment methods on work-related programmes."

As a testament to this, in July 2009 the College was also awarded the highest training accolade possible for its commitment to working with employers.

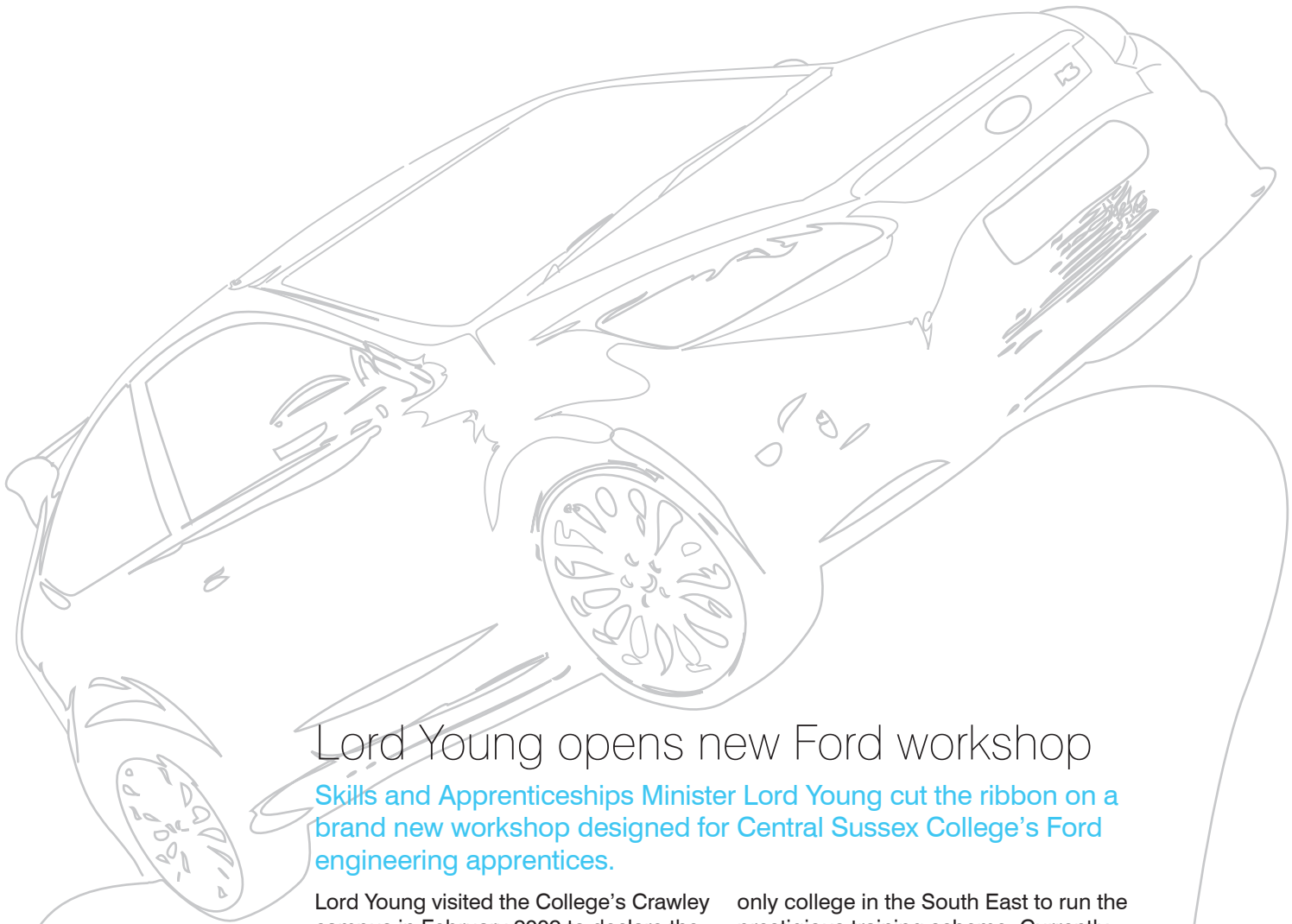
The Training Quality Standard (TQS) is given only to the best organisations who deliver excellence, putting the employer at the heart of everything they do. Central Sussex College joins a growing list of colleges and training providers to receive the Standard, as well as national companies such as BMW, British Gas, Rolls Royce and the FA Premier League.

The prestigious Standard provides employers with evidence of the College's ongoing commitment to meeting the needs of local industry, and assurance that it will respond in a timely and appropriate manner.

College Principal Dr Russell Strutt said of the College's achievements: "These results were great news both for the College and the local community – employers and individuals alike can be assured we are providing the highest possible standards of provision, and that we are dedicated to delivering high quality, relevant training that will give employers a good return on investment."

An IQER Summative Review of the College's higher education provision undertaken in the June 2009 also produced very positive results.

TRAINING  
QUALITY  
STANDARD



## Lord Young opens new Ford workshop

Skills and Apprenticeships Minister Lord Young cut the ribbon on a brand new workshop designed for Central Sussex College's Ford engineering apprentices.

Lord Young visited the College's Crawley campus in February 2009 to declare the industry-standard training facility officially open. The event followed on from a

networking lunch, which was also attended by Tim Campbell, winner of the first series of the BBC's *The Apprentice*. An enthusiastic advocate of apprenticeship programmes, Tim spoke to visiting delegates about the relevance of the scheme in today's climate, prior to joining Lord Young, representatives from the regional motor vehicle industry, dignitaries and apprentices on a tour of the workshop, developed in collaboration with training provider Skillnet Limited, which manages the Ford Masters Apprenticeship Programme (FMAP).

only college in the South East to run the prestigious training scheme. Currently there are around 120 apprentices across the South East that will benefit

Lord Young said: "We want one in five young people doing an Apprenticeship by 2020 - that's why we are investing a further £1 billion to support the scheme, and why we have recently pledged to create an extra 35,000 apprenticeships places.

"Central Sussex College, Skillnet and Ford UK have made a collective investment that shows what can be achieved by learning providers and employers working together."

Richard Brooks, Director of the Faculty of Technology at Central Sussex College, said: "We were delighted to be able to show Lord Young and our other guests these fantastic facilities which will give the Ford apprentices the best possible start to their careers. Investing in today's trainees is essential for the continuing success of the motor industry."



In 2008, Central Sussex College was awarded a three-year contract to deliver the FMAP programme, making it the

spring  
awards

## College scoops Spring Awards

Central Sussex College was proud to be awarded two winners and a runner-up prize at the FE Sussex Spring Awards 2009.

The Spring Awards, which celebrate the best and brightest achievements in training, development and lifelong learning were organised by FE Sussex - a partnership of Sussex colleges set up to improve the experience of further education learners.

Central Sussex College student Rebecca Smith (below) was named



the HND/HNC Learner of the Year, and fellow student Joshua Herrod (right), won the Best Vocational Skills award at the ceremony in March. Rebecca, 29 from Redhill, joined the College in 2007 to study for her HND in Electrical/Electronic Engineering to support her career as a Tendering Engineer at Field Systems Designs Limited and improve her workplace experience.

Rebecca commented: "After doubting myself and my ability at the start of the course, I now find I am more self confident and have the ability to achieve good grades in my remaining units." Course Lecturer, Chris Ndukuba said, "Rebecca shows a real enthusiasm for her studies. She is a real role model for women in engineering."

BTEC National Diploma in Media Production student, Joshua, 19 from Slinfold, was the second successful

Central Sussex College student of the evening, being named winner of the Best Vocational Skills award. Joshua, who joined the College in 2007, has shown a great commitment to his studies both inside and outside the College, working in his spare time with a housing organisation to help set up their radio studio, and a leading street dancing school in Crawley to create a video.

Joshua commented: "Through my time at Central Sussex College I have matured and gained a professional attitude towards College, work and life in general. I now hope to pass my course with distinctions and merits and go on to university where I can develop my skills even further."

The runner-up prize for Train to Gain Learner of the Year was awarded to Maxine Frost from Crawley, who studied



for her Literacy and Numeracy Level 1 awards with the College. Maxine, who has worked for Brantridge School for 24 years as a Domestic Help Assistant, had always aspired to become a teacher, and with the help and encouragement of Angela Farnham-Smith, Central Sussex College Train to Gain Co-ordinator, Maxine now assists in the classroom during her spare time.

# NIACE National Award

Skills for Life learner Barrie Hughes was awarded the NIACE National Senior Learner of the Year award for his dedication to learning, as part of the 2009 Adult Learners' Week celebrations.

Barrie, a Team Leader in the Parks Department at Brighton and Hove City Council, hid the fact that he couldn't read or write from his employer, Cityparks, for 14 years, before finally seeking help at the age of 58.

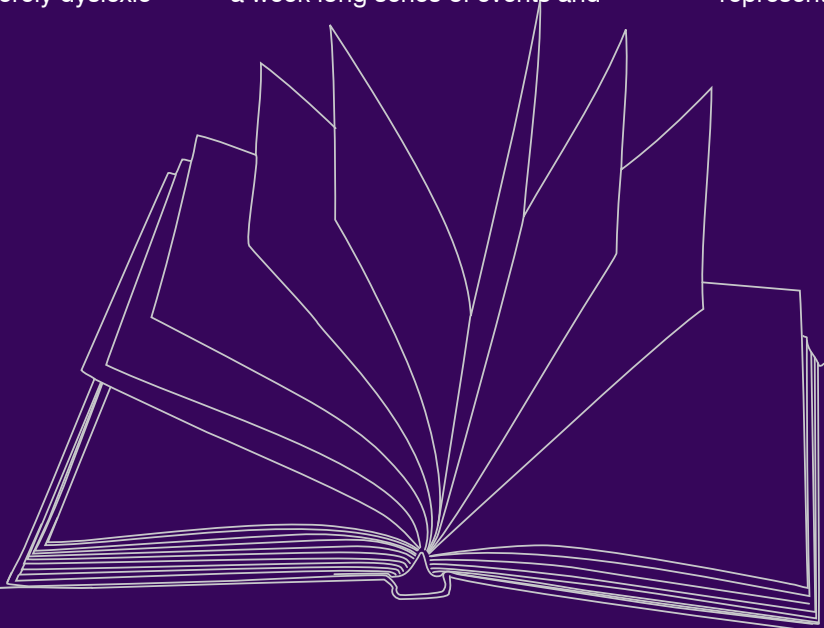
In 2008 Barrie started one-to-one literacy classes with the College's Skills for Life tutor Angela Farnham-Smith. Despite being assessed as severely dyslexic

he overcame his literacy demons and successfully achieved his Entry 1 and Entry 2 Literacy qualifications.

Barrie's commitment and determination to learning earned him the title of National Senior Learner of the Year at the Adult Learners' Week Awards, which he attended in London in May 2009. The prestigious ceremony concluded a week-long series of events and

celebrations co-ordinated by NIACE to mark the UK's largest annual celebration of adult Learning.

Barrie's passion to motivate others to return to learning has also seen him working alongside the GMB Union and Cityservices to open a new learning centre in Stanmer Park and he has since trained to become a learning representative.



## WorldSkills success

Central Sussex College was the venue for two WorldSkills heats. The WorldSkills competition is the largest skills event in the world, with young people from 47 countries meeting and competing in over 40 different skills, from cabinet making to web design.

The first of these was a Computer Aided Design and Drawing (CADD) competition, and representing Central Sussex College was Steven Blackham, 17, a self-employed CAD design engineer from Lewes in East Sussex.

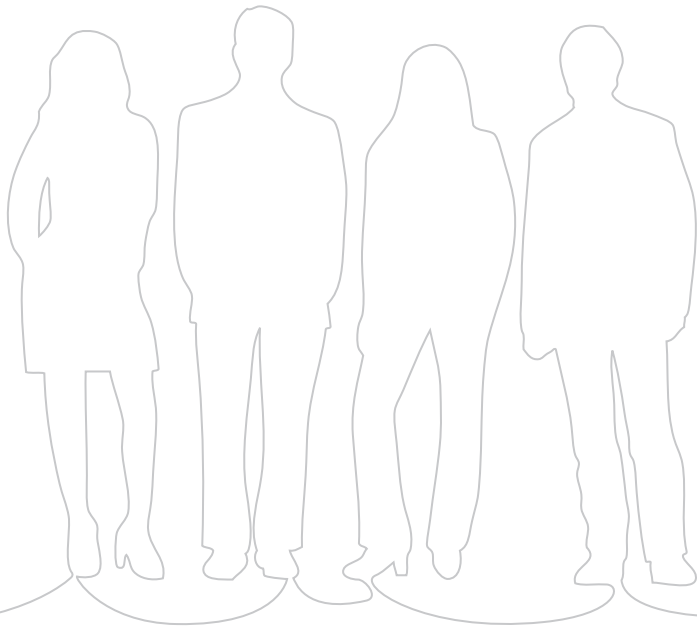
In June 2009 it was the turn of carers to compete in the first Care event to take place in the WorldSkills series. Central Sussex College student Fiona Paddock, 21, from Horsham, impressed the judges with her reaction to a series of role-play situations designed to test the

competitors' competencies and went on to represent the College in the next stage of the prestigious competition held at ExCel London in July. Fiona competed against the other winners from the regional heats and finished in an impressive first place.

Graham Peters, Manager of Engineering Prospects, the Sussex Engineering Centre of Vocational Excellence, organised the CADD heat at Central Sussex College. He said: "The WorldSkills competitions offer students and trainees the opportunity

to benchmark their abilities against their peers and to hone and develop their skills. One of them may even go on to compete with the best in the world."

Clare Wallace, Director of Health and Community Learning and Adult Community Learning at Central Sussex College said of Fiona's success: "It is a great showcase for the talents of tomorrow. Who knows what Fiona may go on to achieve."



## Reaching for recovery

**As the economy limps towards recovery, a free training and support package for the unemployed or recently redundant has been providing those affected with the skills and confidence to move forward.**

As well as working with large employers such as GlaxoSmithKline to offer advice and training opportunities to those under notice of redundancy, Central Sussex College is also supporting individuals who are already out of work, boosting their chances of securing a new position.

Karen McCarthy from Crawley joined the College's new Reach programme in April 2009. The programme saw Karen working alongside Course Coordinator Angela Tumulty at the Crawley campus to improve her CV and prepare for the next chapter of her professional life.

Karen commented; "I hadn't anticipated what joining this programme would do for my self-esteem and confidence. Being back in a learning environment helped me to focus on my future and put a mental distance between where I am today and my last job, where I was made redundant."

The Reach programme had a similar effect on Steve O'Keeffe from Horley, who lost his job in the financial services sector in January 2009. Steve says; "The tailored approach of the Reach programme enabled me to concentrate my efforts on finding alternative

employment. A fundamental benefit was also being in the company of motivated, like-minded people who have recently experienced the same issues and pressures of redundancy and unemployment as me."

The programme had a happy ending for Steve, who has since secured a permanent job as a business analyst within the information technology sector.

For further information please call 01293 442201/205/206 or visit [www.centralsussex.ac.uk/redundancy](http://www.centralsussex.ac.uk/redundancy)

## NEF grant to unlock expertise

**In May 2009** Central Sussex College became one of 14 further education colleges nationwide to have been awarded a grant to help build vital links with local businesses from the vocational education think-tank, the New Engineering Foundation (NEF).

The news came as the House of Commons' Innovation, Universities, Science and Skills Committee (IUSSC) published a report calling for closer links between education and business to help

people gain the specific skills needed to find jobs in the current downturn.

The NEF grants will create projects called Knowledge and Technology Transfer Nodes (KTENs) which will allow the College to share latest research and expertise, and work alongside businesses to help innovate and develop new products. It will also help the College to develop practical solutions, programmes and specific services to meet the needs of local businesses, and plans to work with Edwards on a vacuum technology project.



## Diploma encourages artistic flair

**In a major coup**, a new diploma run collaboratively by Oriel High School and Central Sussex College secured the support of world renowned opera house Glyndebourne.

The innovative new diploma qualification, which started in September 2009, was designed as an alternative to GCSEs and A levels, offering hands-on training across a range of industries. The diploma

is open to 16 to 19 year olds, and is equivalent to seven GCSEs grade A-C. Glyndebourne, near Lewes in East Sussex, was keen to be the supporting employer for the new course which is running at Oriel High and the College's Crawley campus. The famous auditorium will play a large part in the students' education as they study for a qualification which will encompass

music, theatre and the media, touching on areas such as journalism, film, animation and visual arts.

Robert Marr, Course Co-ordinator at Oriel High School, said of the new course: "We are delighted to be collaborating with Glyndebourne, a partnership which will allow students a priceless glimpse of how the performing industry operates."

## Out of Africa

**In June 2009**, after 18 months of fundraising, a group of A Level Business students made a life-changing trip to Africa to work in a Ghanaian school and orphanage.

The twelve-strong team, led by Business Teacher, Selene Edwards, and Child Care Teacher, Sam Cook, travelled to Winneba on the south coast of Africa, to spend a week at Rafiki Orphanage working with children aged between two and eight years old. They helped with classes and handed out items they had bought such as sweets and toys.

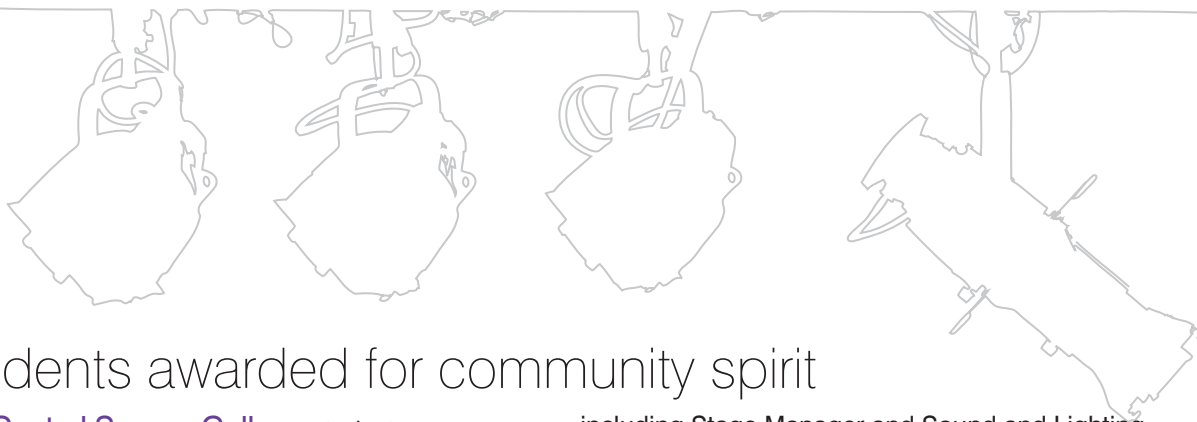
Leaving the orphanage, the group travelled 90 miles east to Cape

Coast, where they spent the weekend sightseeing, visiting the beach and enjoying a canopy walk through the rainforest.

On their return to Winneba the students visited Unipra School, a free Ghanaian school with over 1,400 pupils, where they donated items including two laptops, a printer, text books, writing materials and sports equipment.

Selene commented, "The thanks we received from the students and the looks of delight on their faces made all of the hard work leading up to the trip worthwhile."





## Students awarded for community spirit

**Two Central Sussex College** students were rewarded for helping their local communities at the 2009 Rotary Youth Community Service Awards in April.

Phil Gainsbury, 17, was recognised for his contribution to community theatre work. As a key member of the College's performing arts team, Phil has taken on roles

including Stage Manager and Sound and Lighting Operator for the College's Hub theatre.

Sophie Reid, 19, works at a residential home, helping men with learning difficulties to live independently. She was rewarded for the time she dedicates outside of her working hours, accompanying residents on day trips and arranging shows at the College.



## Patrick cuts the ribbon

**Internationally renowned hair artist Patrick Cameron** visited the College's East Grinstead campus in February 2009 to perform the official opening of its new Intuition salon.

Patrick cut the ribbon in front of visiting salon suppliers and local salon owners after spending the afternoon sharing long-hair techniques with students.

The new £83,000 professional training salon will give hairdressing students the best possible commercial experience while learning the trade.



## Skilled students sweep the board

Central Sussex College students scooped 1st, 2nd and 3rd place at the southern regional final of The Apprentice Welding Competition, hosted by the College in June 2009.

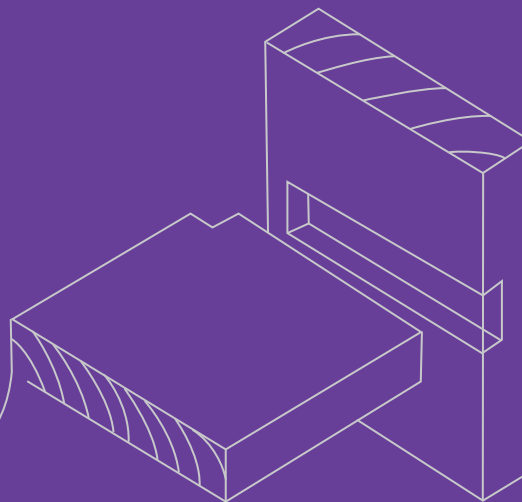
Chris Holland, from BOC, awarded first prize winner Lewis Beaumont with a £200 BOC voucher; runner-up Ben

Wheatland with a £150 voucher and third place winner Luke Theobald with a £100 voucher. Bob Chase, Curriculum Team Leader in the Faculty of Engineering, said, "The level of expertise and skill our students demonstrated was a credit to the College."

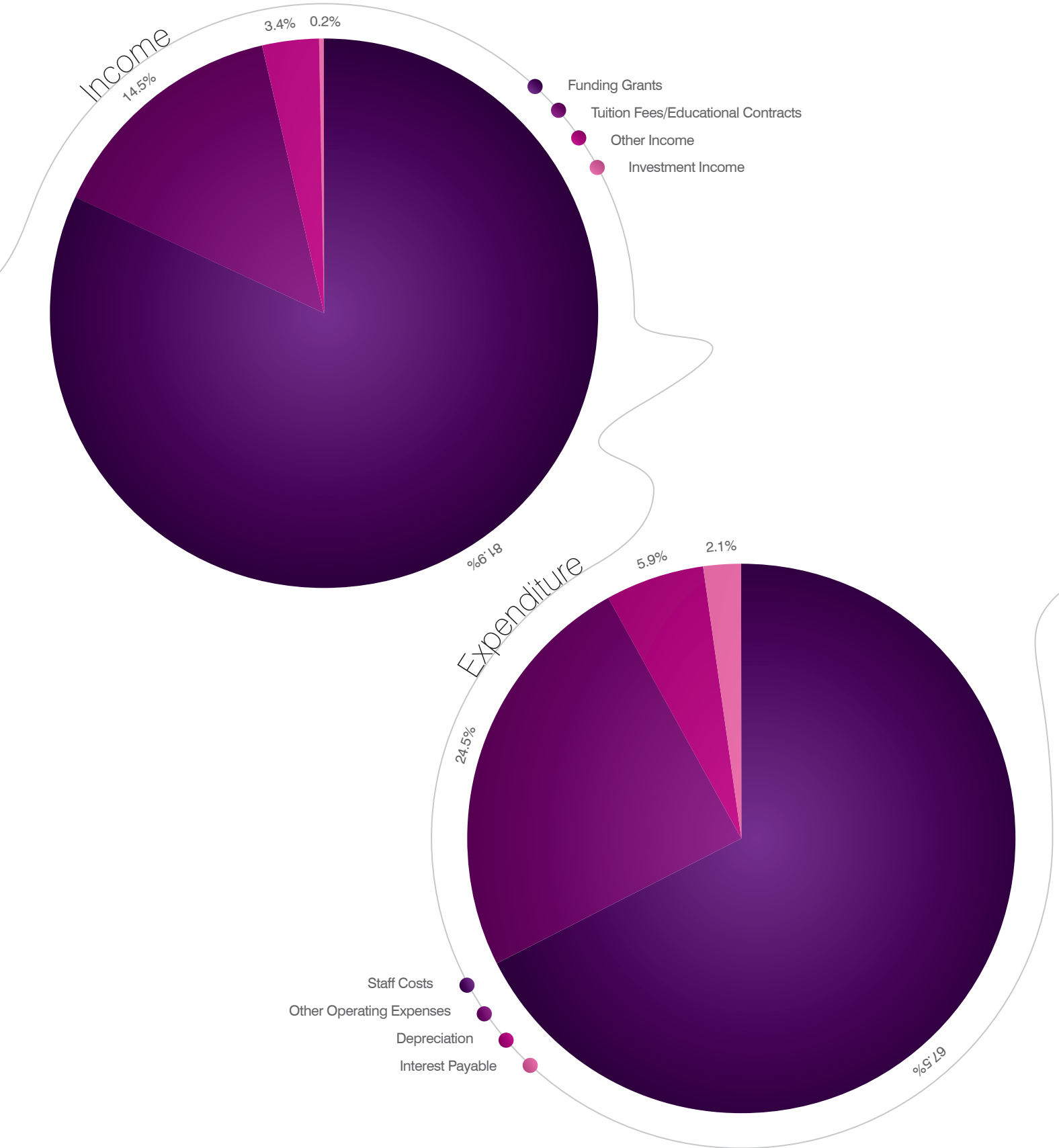
## Apprentice wins award

Central Sussex College apprentice Joe Adams was presented with the CSkills Award for Best Craft Apprentice in College and at the Workplace in recognition of his hard work and commitment to his carpentry and joinery (site work) apprenticeship.

Joe 21, from Brighton, works for Brighton-based building firm PW Dunk & Co, and was nominated by his college tutor David Hartsilver. Joe's 100% attendance record led to him achieving both the training and the NVQ elements of his apprenticeship ahead of schedule.



# Financial Reports



## College Cohort Performance (2008/09) - Success Rates

Long courses 16-18	Expected End Year	Starts - Transfers	College Rate	National Rate	Diff.
	06-07	5940	77%	73%	4
	07-08	6029	80%	73%	7
	08-09	6499	80%	76%	4

Long courses 19+	Expected End Year	Starts - Transfers	College Rate	National Rate	Diff.
	06-07	4112	73%	70%	3
	07-08	3230	75%	70%	5
	08-09	3130	77%	74%	3

### Student Numbers by Ethnicity (2008/09)

Bangladeshi	55
Indian	199
Pakistani	200
Asian other	90
Black African	140
Black Caribbean	52
Black Other	74
Chinese	65
Mixed	255
White	10,320
Any other	416
Unknown	692
<b>Total</b>	<b>12,558</b>

### Student Numbers by Age (2008/09)

Under 16	653	5.2%
16-19	3,936	31.3%
20-25	2,007	16.0%
26-35	2,087	16.6%
36-45	1,796	14.3%
46-55	1,190	9.5%
56+	800	6.4%
Not given	89	0.7%
<b>Total</b>	<b>12,558</b>	<b>100%</b>

Income and Expenditure account  
for the year ended 31 July 2009

	2009 £000s	2008 £000s	% Increase/ (Decrease)
<b>Income</b>			
Funding Council Grants	25,716	25,559	1%
Tuition fees and education contracts	4,550	4,474	2%
Other income	1,080	1,335	19%
Investment income	60	409	85%
<b>Total Income</b>	<b>31,406</b>	<b>31,777</b>	<b>1%</b>
<b>Expenditure</b>			
Staff costs	22,189	21,373	4%
Other operating expenses	8,051	8,156	1%
Depreciation	1,926	1,828	5%
Interest Payable	694	473	47%
<b>Total Expenditure</b>	<b>32,860</b>	<b>31,830</b>	<b>3%</b>
Deficit on continuing operations prior to costs relating to the property strategy.	(1,454)	(53)	
Property Strategy Costs Written Off	(3,005)	-	
Grant income Support for Property Strategy	500	-	
Deficit on continuing operations after depreciation of assets at valuation, exceptional items and disposal of assets and before tax.	(3,959)	(53)	
Taxation	-	-	
Deficit on continuing operations after depreciation of assets at valuation and tax and exceptional items	(3,959)	(53)	

The results above are wholly attributable to the continuing operations of the College.

Balance sheet as at July 2009

	31 July 2009 £000s	31 July 2008 £000s	% Increase/ (Decrease)
<b>Fixed assets</b>			
Tangible assets	45,534	47,872	5%
<b>Current assets</b>			
Stock - goods for resale	16	15	7%
Debtors	2,718	3,029	(10)%
Cash at bank and in hand	-	141	(100)%
	<b>2,734</b>	<b>3,185</b>	<b>(14)%</b>
<b>Current liabilities</b>			
Creditors: Amounts falling due within one year	(6,165)	(4,252)	45%
Net current (liabilities) / assets	(3,431)	(1,067)	222%
<b>Total assets less current liabilities</b>	<b>42,103</b>	<b>46,805</b>	<b>10%</b>
<b>Long-Term Liabilities</b>			
Creditors: Amounts falling due after more than one year	(14,170)	(13,823)	3%
Net Assets excluding pension (liability)/asset	27,933	32,982	(15)%
Net pension (liability)/asset	(5,755)	(635)	806%
Net Assets including pension (liability)/asset	22,178	32,347	(31)%
Deferred capital grants	9,221	10,349	(11)%
<b>Reserves</b>			
Revaluation reserve	19,236	19,520	(1)%
Restricted reserves	45	51	(12)%
Income and expenditure account	(6,324)	2,427	(361)%
	<b>22,178</b>	<b>32,347</b>	<b>(31)%</b>

Cash flow statement for  
year ended 31 July 2009

	2009 £000s	2008 £000s
Cash flow from operating activities	(228)	2,236
Returns on investments and servicing of finance	(682)	(286)
Capital expenditure and financial investment	(2,243)	(5,172)
Cash flow before Financing	(3,153)	(3,222)
Financing	1,861	2,197
<b>Decrease in cash in the period</b>	<b>(1,292)</b>	<b>1,025</b>
<b>Reconciliation of net cash flow to movements in net debt</b>		
Decrease in cash in period	(1,292)	(1,025)
Cash inflow from new secured loans	(2,191)	(2,678)
Changes in net debt resulting from cash flows	330	481
Movement in net debt in period	(3,153)	(3,222)
Net debt at 1 August 2008	(14,132)	(10,910)
Net debt at 31 July 2009	(17,285)	(14,132)

In this statement figures in brackets refer to cash outflows and all other figures are cash inflows to the College.



# Annual Report 2008 - 2009



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