



SOUTH ESSEX
COLLEGES GROUP



THURROCK
COLLEGE



SOUTHEND CITY
COLLEGE



BASILDON
COLLEGE

Accountability Statement

www.southessex.ac.uk/the-college/governance

2025–26



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Our Vision

We are the **heart** of community transformation.

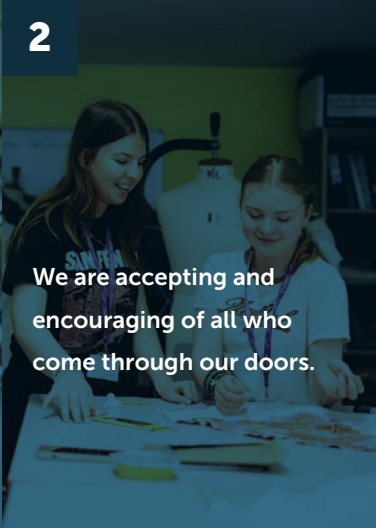
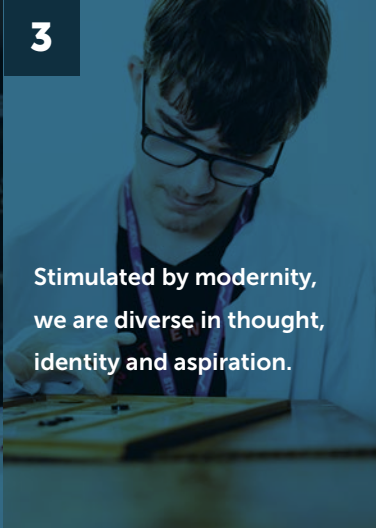
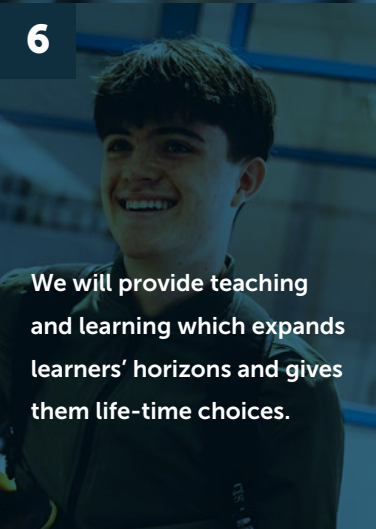
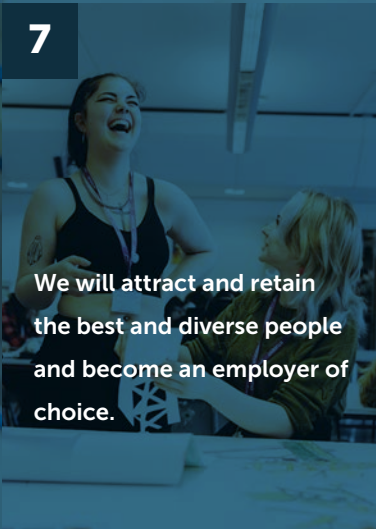
Our Mission

Working together, we will provide knowledge, education and skills development for all.

Our Values

**Professional, Encouraging,
Diverse, Ambitious, Resilient.**

Values and Strategic Priorities

 1 We are a community of professionals inspiring our learners to be extraordinary in all they do.	 2 We are accepting and encouraging of all who come through our doors.	 3 Stimulated by modernity, we are diverse in thought, identity and aspiration.	 4 We are powerful and ambitious as individuals and powerful together. We encourage performance to the peak of ability.	 5 To build resilience, we provide a tough love environment supporting each other and our learners to thrive in all situations.
 6 We will provide teaching and learning which expands learners' horizons and gives them life-time choices.	 7 We will attract and retain the best and diverse people and become an employer of choice.	 8 We will become financially, technologically and environmentally sustainable.	 9 We will build our brand equity to add social value across Essex and East of London.	 10 We will collaborate across education, community and employers to find innovative solutions to achieve shared goals.



Purpose

The South Essex Colleges Group (SECG) strategic plan of 2023 to 2027 sets out our ambition to be central to the transformation of our communities, enabling everyone to achieve their potential.

As the largest provider of technical and vocational education and training for 16-18 year olds, adults and apprentices within Greater Essex, SECG is highly conscious of its responsibilities in providing a breadth of curriculum which both meets the aspirations of individuals and is responsive to local and regional skills priorities.

The 2025/26 Accountability Statement is influenced by and aligned with the SECG 2026/2030 Growth Strategy. This Strategy is informed by both Government policy and local infrastructure projects and identifies gains and losses of market share and potential areas for recovery and expansion in 16-19 programmes, adult learning, higher education, and apprenticeships.

SECG provides a comprehensive range of vocational and academic courses for 16-19 year-olds and adults, with a small number of electively home educated (EHE) 14-16 year old students.

Higher Education (HE) provision is delivered in partnership with the University of East Anglia, University of the Arts London and the Open University. The Group offers apprenticeships for 16-18 year olds and adults primarily within the local area.

SECG is committed in playing a leading role in ensuring that the young people of South Essex today are able to access the high-value, highly skilled and well paid jobs of tomorrow, and that our adult population is equipped to take up the opportunities which are immediately available.

Annual curriculum review enables us to amend, remove and introduce programmes and ensure the relevance of a rich curriculum which empowers our learners to develop the knowledge and skills demanded by our diverse economy.

Annual curriculum review

Annual curriculum review enables us to amend, remove and introduce programmes and ensure the relevance of a rich curriculum which empowers our learners.

As a consequence we have:

- Reallocated resources to focus on priority STEM provision using Skills injection funding to support Engineering, Construction and Digital Higher Technical Qualifications
- Offered A Levels focussing on Science, Mathematics and Engineering and are introducing a Computer pathway in September 2025
- Expanded Digital provision through growth of T-level pathways and effective development of employer relationships to deliver high quality Industry Placements for high numbers of students
- Developed progression routes onto HTQs in Stem, Digital, Engineering, Creative and Health
- Invested in the development of specialised music provision at Thurrock College
- Developed in Engineering, Building Services, Construction and Automotive add-on qualifications and bespoke sessions in Sustainability and Green technologies
- Utilised the Innovation fund and tailored learning funding to support bespoke employer led courses for Thames Clippers, the NHS, UPS, National Talent Academy and South East Advanced Technical Skills

SOUTH EAST

I	N	S	T	I	T	U	T	E	OF
T	E	C	H	N	O	L	O	G	Y

The South East Institute of Technology (SEIoT) is led by South Essex Colleges Group with core partners University of East Anglia, Anglia Ruskin University, Canterbury Christchurch University, Harlow College, MidKent College, East Sussex College Group, Chelmsford College and Plumpton College.

Employer partners include DP World (London Gateway), Stansted Airport, Balfour Beatty and Leonardo. The SEIoT provides training particularly in higher technical skills for industry relevant to LSiPs across Essex, Kent and Sussex.

Funding for the IoT has enabled investment in high-tech equipment alongside similar equipment for engineering, digital and logistics, which enables the sharing of expertise across the partnership to help alleviate tutor shortages. The key industry sectors which are supported through applied research and skills development include Engineering and Manufacturing, Transport and Logistics, Health Science, Construction and the Built Environment, Horticulture (including viticulture) and Animal Science, and Information and Communication Technology. Collaboration between the FE Colleges include skills competitions, use of Matterport cameras to showcase the investment that has taken place and the co-teaching of units between the Colleges in Construction Management.



Context and place

Serving our communities

South Essex Colleges Group consists of three local Colleges: Basildon Technical College, Thurrock, and Southend City.

The group structure recognises that the communities we serve are both distinct and geographically distant, and that the South Essex region is better served by having a training provider with a clear local focus, accountable to local stakeholders and with a curriculum tailored to meet the specific needs and interests of local people.





South Essex Colleges Group is located within the Unitary Authorities of Thurrock and Southend and the Local Authority in Basildon, part of Essex County Council.

SECG serves the towns and surrounding areas of South Essex and the Thames corridor, having two large main campuses delivering a general further education curriculum in Southend-on-Sea and Thurrock, and three smaller specialist centres delivering motor vehicle, construction and engineering programmes in Leigh-on-Sea, digital technologies at Basildon town centre, and engineering and building services in Basildon.

The Back Stage Centre in Purfleet is a specialist production campus for the creative industries.

SECG

SECG serves the towns and surrounding areas of South Essex and the Thames corridor.

Essex is one of the largest areas in England, with a population of 1,862,800, of which 61.2% are of working age. It is diverse, with one of the longest coastlines, rural and urban areas and some of the wealthiest and the most deprived parts of the country.

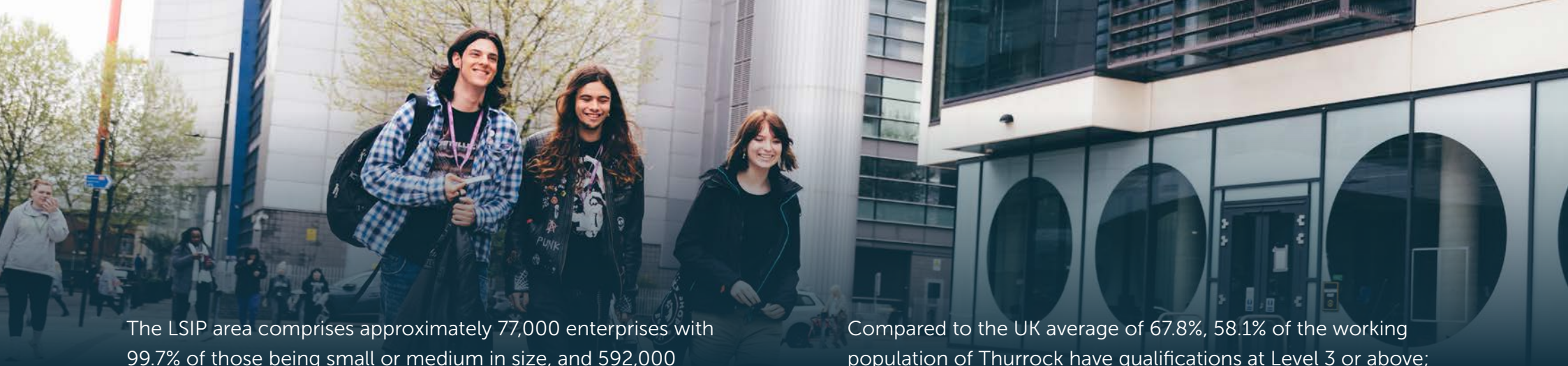
Proximity to London is significant to the labour market, with high levels of commuting into the capital and other areas (10% of Essex residents travel more than 10km to work). Home working is now sizeable, with 32.1% of residents working from home. Proximity to areas such as Cambridge, Hertfordshire and Suffolk are also factors for people commuting in and out of Essex.

The county is experiencing major growth on a nationally significantly scale and much larger than in other parts of the country. This will further impact local skills needs and future jobs and is already increasing demand in sectors like construction and engineering.

Essex population

Essex is one of the largest areas in England, with a population of 1,862,800.





The LSIP area comprises approximately 77,000 enterprises with 99.7% of those being small or medium in size, and 592,000 jobs. There are a number of large infrastructure projects located within the area such as Lower Thames Crossing, Thames Freeport, Freeport East, and Bradwell B. Vacancies in Essex continue to reflect the key sectors and general labour market shortages. Of over 276,759 vacancies posted across Greater Essex from January 2023 to March 2024, most frequently posted vacancies included office and administration, care workers, nurses, labourer and warehouse, teaching, sales-related occupations, and customer service roles.

Top skills sought included communications, management, customer service, sales, planning, leadership, teaching, operations, and problem solving. There are twelve local authorities, two unitary authorities, eight Further Education colleges and three Universities within the LSIP area.

In 2023 the proportion of adults of working age who were not working and in receipt of benefits was above the UK average in Thurrock, Basildon and Southend and average earnings in all three areas are below the UK average.

Compared to the UK average of 67.8%, 58.1% of the working population of Thurrock have qualifications at Level 3 or above; 63.1% in Southend and 41.3% in Basildon are similarly qualified.

Level 4 qualification rates are at 36.3% for Thurrock, 41.8% for Southend and 19.7% for Basildon compared to the UK average of 47.3%. Over 90% of businesses are classified as micro with a maximum of nine employees.

SECG has a significant number of students from areas of deprivation with 24.4% coming from areas of low deprivation, 38.9% coming from areas of medium deprivation and 36.3% coming from areas of high deprivation..

Area	Percentage of students
Low deprivation	24.4%
Medium deprivation	38.9%
High deprivation	36.3%



Approach to developing the annual Accountability Statement

South Essex Colleges Group ensures that its curriculum offer aligns with local needs through active engagement with key partners across the region. In 2024, Ofsted identified that the college makes a strong contribution to meeting skills needs. "Leaders are working very effectively with partners across Essex on the skills strategy. Leaders have developed a skills agenda that is at the heart of their vision and strategy to be an anchor institution in each locality, collaborating on major high-profile projects. Leaders have developed effective curriculums to meet the need for skills in new and emerging technologies and have a strong input on major employment and skills forums across the county."

Curriculum planning at SECG is based around a system of ongoing review of new and emerging needs across the South Essex region and beyond. Heads of School own the process, with oversight from College Principals, in order to effectively utilise their specialist knowledge and skills within individual industries. To ensure a responsive offer, SECG actively engages employers in curriculum design and delivery, allowing for locally bespoke provision mapped to current and emerging need. The early involvement of LSIP partners in curriculum planning continues to expand collaborative relationships.



SECG works in collaboration with other local providers to meet specific local and regional skills needs. This includes joint working with the Federation of Essex Colleges on local projects, the work of the South East Institute of Technology and through the Essex Providers Network.

SECG actively seeks new funding opportunities to grow and develop our curriculum in line with local needs, including the seeking of funding for the delivery of HTQs in line with LSIP priorities. Resources are aligned across the Group to ensure that equipment, people and investment provide the best opportunities for our students.

New funding opportunities

SECG actively seeks new funding opportunities to grow and develop our curriculum in line with local needs.



SECG has accessed a number of projects and funds to support initiatives which align with local and regional skills needs:

- Skills injection funding (SIF1) to support the development of HTQs in Community Coaching, Leadership & Management and Early Years Educator
- Skills injection funding (SIF2) to support the development of HTQs in Digital, Engineering, Construction, Creative and Health Care Professions
- Skills Bootcamp funding to support the training of HGV drivers in Essex and the Midlands
- Thames Freeport bid to support the writing and delivery of Level 3 and 4 in Hydrogen
- Innovation funding to support the delivery of Level 3 Essential work skills through the National Talent Academy
- Tailored funding to support bespoke training for Thames Clippers, UPS, the NHS, Engineering companies for welding skills, Sales Geek for sales courses



Strategic level engagement is facilitated through active participation by Senior Leaders across a range of for a: The Group Principal and CEO sits on the LSIP Board, Southend Strategic Partnership Board, High House Production Park Board, FEDEC (Federation of Essex Colleges), and the AoC Workforce Strategy Group, enabling the Group to drive the development of a cohesive offer against identified local priorities.

The Vice Group CEO Innovation & Employer Engagement sits on the Southend Business Executive, Southend Skills Board, Thurrock Skills Board, Thurrock Economic Development and Skills Partnership, Essex Provider Network, Essex Construction Alliance, Basildon Business Group, FEDEC Carbon literacy and sustainability group, Local Skills Improvement Plan skills groups for Engineering and Logistics as well as engaging with employers for major projects including Lower Thames Projects, Balfour Beatty, the Murphy Group, Thames Freeport, South East Advanced Technical skills, Basildon New Vision, Mid and South Essex NHS Trust and Eastgate shopping centre as well as supporting Basildon Council with skills accelerator course and Basildon Creative Technical Festival.

Local College Principals provide further strategic engagement through membership of the, Southend BID, Southend City Partnership steering group, Southend Education Board, Southend CSPB, Southend Business Partnership, Southend Executive Business Buzz Essex, Basildon Construction Skills Group, Essex Business Partnerships Limited (Construction), Tech Partnership (Basildon), and the Thurrock 11-25 Strategy Group. As well as engaging with major employers Sharp, Southend United Football Club, Cliffs Pavilion and the Roslin Hotel.

Engagement

Strategic level engagement is supported through active participation.

Contribution to regional and local priorities

Advanced Manufacturing, Engineering

Priority



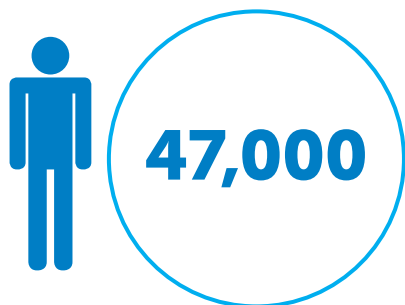
Local



Regional

Employment

Over 47,000 employed people across Essex.



Market analysis

Top posted occupations:

- Production Worker (1881)
- Maintenance Technician (1648)
- Utilities Technician (1142)
- Mechanical Engineering (1131)
- Civil Engineering (1095)
- Quality Inspector/Engineering (824)
- Construction Helper/Worker (417)
- Industrial Engineer (409)
- Scheduler/Operations Coordinator (363)
- Electronic/Electrical Assembler (322)

Developmental aims

- Ageing workforce impacting on skills needed – high need for digital skills
- Cross-over with digital and robotics and changing the skills needed
- Projected reduction in overall employment in the sector, but the ageing workforce, need for digital skills and competition from other sectors means a skills shortage is still likely

Examples of courses and facilities locally

- Range of Courses from Level 2 to T Levels in Engineering
- Apprenticeships across a range of standards – Welder, Fitter, Machinist, Mechatronics, Engineering Technician including Marine Engineering, MOET including Higher Apprenticeships in Engineering and Automation & Control Engineering
- Upskilling courses in Welding
- HTQ Mechatronics and Automation & Control Engineering
- Specialism of South East Institute of Technology

Contribution to regional and local priorities

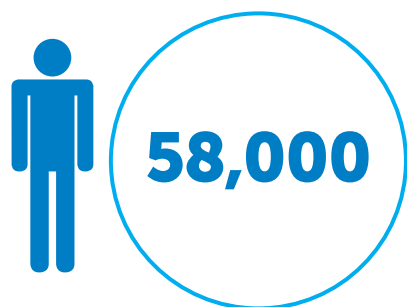
Construction and the Built Environment

Priority



Employment

Over 58,000 employed people across Essex.



Market analysis

Top posted occupations:

- Construction Helper/Worker (1975)
- Labourer/Material Handler (1656)
- Quantity surveyors (1565)
- Forklift/Pallet Jack Operator (906)
- Manufacturing Machine Operator (451)
- Carpenter (761)
- Validation Engineer (575)
- Land Surveyors (526)
- HVAC Mechanic Installer (496)
- Repair/Service Technician (496)

Developmental aims

Male dominated, ageing workforce – need to diversify

- Competition from London
- Perception and awareness – a barrier
- Large infrastructure and housing – significant
- Growing need for green, digital, retrofit, modular and low carbon skills
- Shortage of construction tutors and latest industry knowledge of existing tutors

Examples of courses and facilities locally

- Range of courses from Entry Level to Level 3 T Level in DSP
- Apprenticeships in Construction
- HTQ in Construction Management
- Upskilling courses in CAD and BIM
- Adult courses for entry into Construction
- Green skills
- Specialism of South East Institute of Technology

Contribution to regional and local priorities

Creative and Cultural

Priority



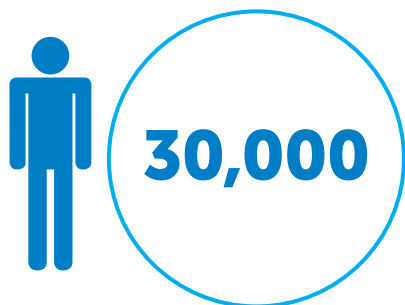
Local



Regional

Employment

Over 30,000 employed people across Essex.



Market analysis

Top posted occupations:

- Production – film production, fashion design, ceramics, television production, software engineering, publishing, musical production, theatre set production
- Supply Chain – Construction services, freight transport, wood manufacturing, metal work

Developmental aims

- Talent retention as close to London
- Lack of career opportunities locally
- Deprivation and lack of equity in terms of access to cultural activity
- Economic developments
- Widespread between cities, towns, villages and rural areas
- Lack of skills of younger community

Examples of courses and facilities locally

- Range of courses from Level 1 to Level 3 in Creative
- HE courses in Costume Design, Film and Media, Media Make-Up
- Apprenticeship with the ROH in Garment Maker
- NCCI
- The Backstage Centre offering Commercial lettings to Film and Music industry

Contribution to regional and local priorities

Digitech

Priority



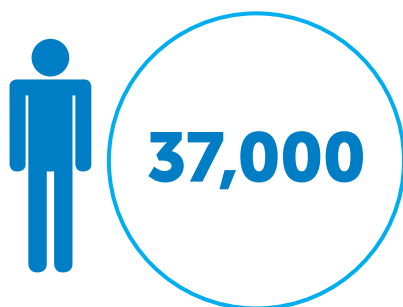
Local



Regional

Employment

Over 37,000 employed people across Essex.



Market analysis

Top posted occupations:

- Computer Support Specialist (1744)
- IT Project Manager (607)
- Database Administrator (336)
- Software QA Engineer/Tester (282)
- Information Security Engineer/Analyst (261)
- Network/Systems Administrator (250)
- Network/Systems Support Specialist (239)
- Data Engineer (148)
- Hardware Engineer (144)
- Project Manager (73)

Developmental aims

- Impact on all sectors due to the 'digital revolution' as well as specialists needs
- Disproportionately male
- Resilient and jobs able to be done flexibly/remotely
- Shortage of tutors and speed of sector change impacting on knowledge of existing tutors

Examples of courses and facilities locally

- Range of courses from Level 2 to T Level in a number of occupational specialisms
- HTQ in Cyber Security, Data Analytics and Network Engineering
- Adult courses entry into Digital
- Specialism of South East Institute of Technology
- Degree course in Games Design and Digital Animation

Contribution to regional and local priorities

Education

Priority



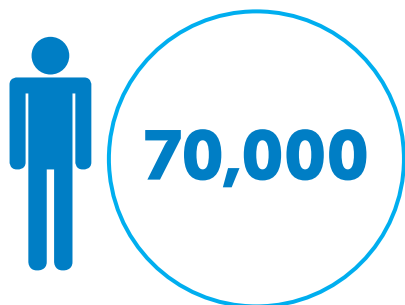
Local



Regional

Employment

Over 70,000 employed people across Essex.



Market analysis

Top posted occupations:

- Teaching Assistant (2728)
- Tutor (2533)
- Primary School Teacher (1612)
- University Lecturer (1155)
- Secondary School Teacher (694)
- SEN Teacher (533)
- Science Teacher (508)
- Supply Teacher (471)
- Vocational Education Tutor (460)
- English/Language/Arts Teacher (389)

Developmental aims

Currently facing shortages, particularly given general recruitment challenges and in areas such as construction and engineering teaching

- A continued need given population growth

Examples of courses and facilities locally

- Range of courses from Level 1 to T Level in Early Years
- Teacher training courses from Level 3 to Level 5
- HE courses in Early Childhood Studies and SEN

Contribution to regional and local priorities

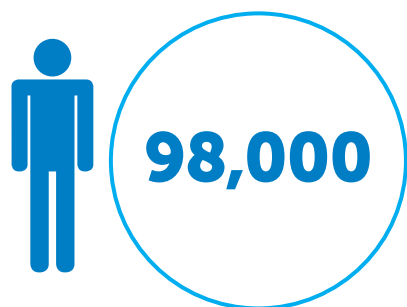
Health and Social Care

Priority



Employment

Over 98,000 employed people across Essex.



Market analysis

Top posted occupations:

- Caregiver/Personal Care Aide (6064)
- Registered General Nurse (RGN) (5912)
- Care Assistant (4938)
- Nursing Assistant/Healthcare Assistant (1937)
- Physician (1395)
- Nursery Nurses/assistant and playworker (1194)
- Healthcare Manager (1149)
- Family/School/General Social Worker (1042)
- Nurse Practitioner (879)
- Physiotherapist (655)

Developmental aims

- Population growth and ageing population (above national average) will impact on sector
- Vacancies have increased – challenges recruiting and perceptions of sector as a result
- Some reduction in EU and overseas careworkers
- The pandemic raised the profile of health & Care

Examples of courses and facilities locally

- Range of courses from Level 1 to T Level in Health
- HE Access courses in Health
- HTQ in Nursing Associate
- Adult courses entry into the NHS
- Specialism of South East Institute of Technology

Contribution to regional and local priorities

Transport and Logistics

Priority



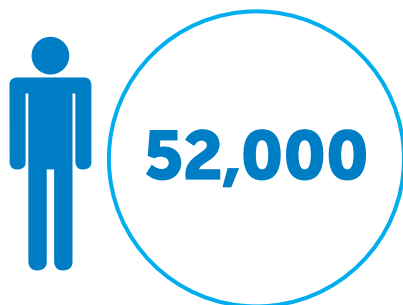
Local



Regional

Employment

Over 52,000 employed people across Essex.



Market analysis

Top posted occupations:

- Delivery Driver (2965)
- Automotive Service Technician/Mechanic (2367)
- Warehouse/Inventory Associate (210)
- Labourer/Material Handler (2035)
- HGV/LGV Class 2 Driver (1817)
- HGV/LGV Class 1 Driver (1041)
- Storage/Distribution Manager (489)
- Van/Taxi/Shuttle Driver (467)
- Driving Instructions (454)
- Auto Body Technician (285)

Developmental aims

- Impact of digital and robotics on future skills requirements and automation (e.g. warehousing)
- Thames Freeport and Freeport East to grow and expand economic activity near local ports
- Parts of sector (e.g. HGV driving) saw huge increase in demand throughout pandemic which has continued

Examples of courses and facilities locally

- Range of apprenticeships International Freight Forwarding, Large Goods Vehicle, Transport and Warehouse Supervisor, Warehouse Operative
- Skills Bootcamp in HGV Driving in Essex and the Midlands
- Commercial Driving courses in Essex and the Midlands
- Adult courses entry into Warehouse including Forklift driving courses
- Automated warehouse upskilling courses
- Specialism of South East Institute of Technology

SECG contribution to regional and local priorities

LSiP Report	Action	Planned Activity	Timeline
LSiP identified challenges: • Young people lack the soft/employability skills required by employers • Need to grow work placements to build work readiness including T Level industry placements • Align new curriculum to identified areas of growth	Address identified local skills needs through introducing T Levels and Higher technical skills in areas mapped to economic growth and high job creation	• Expansion of NTA Level 3 Award in Essential Work Skills expanded to 400 16-19 learners and all of HE Access students • Develop A Level Computing pathway • Curriculum planning aligned to local and regional priorities	Sep 2025
LSiP identified needs: • Construction • Digital • Engineering • Green skills	Drive new employment opportunities for our learners in identified regional and local growth sectors	• SECG is actively engaged with the devolution conversation with Essex County Council including the new LSiP report • Bootcamp expansion to include HGV driving in London and continue in Essex and the Midlands • Essex Bootcamps expanded to include Construction, Welding, Green skills, Warehouse and Logistics • Continued engagement with major projects: LTC, Freeport and DP World	May 2026

SECG contribution to regional and local priorities

LSiP Report	Action	Planned Activity	Timeline
LSiP identified challenges: Thurrock and Essex have a higher level of adults with no or limited qualifications	Grow a flexible market responsive apprenticeship and adult skills offer	- Increase number of HE Access students - Pre- employment courses to actively engage with employers for all specialisms - Bootcamp expansion to include Construction, Welding, Warehouse and Logistics, Green skills and HGV driving	Sep 2025
LSiP identified needs: - Skills for jobs: deliver market responsive skills through high quality providers/outstanding teaching - LSiP and local skills plan: the need for quality local provision to address identified skills gaps and drive up productivity	Improve quality of delivery and student experience	- Minimum 90% of learners achieving a qualification (or non-qualification) 100% of technical/vocational course areas to have direct input from employers into curriculum design 90% of vocational/technical teachers to undertake a minimum of 2 days' industry related experience in the 2025/26 academic year	Jul 2026

SECG contribution to regional and local priorities

LSiP Report	Action	Planned Activity	Timeline
	Expand strategic engagement with LSIP, South East Institute of Technology, Local Business partnerships, major infrastructure projects, local and devolved authority involvement	• Increase number of employers on Local College Boards to 4 per Board • Pro-actively engage with with Essex County Council in preparation for devolution • Establish projects for co-teaching within the SEIoT • Actively seek out opportunities for strategic influence through regional and national boards	Dec 2025



Local Skills Duty

In response to The Skills Act (2022), the Board of Governors have conducted a review of the SECG approach, determining how well our curriculum meets local skills needs and prepares for those that will emerge in the future, through oversight, challenge, and discussion with employers and Senior Leaders.

SECG will continue to work with key partners within the region to review and refine our curriculum offer. We continue to collaborate with our partner Higher Education Institutions to design seamless progression routes into higher technical and academic study and with Independent Training Providers through subcontracting where provision adds value to our offer. We will continue to act as a key contributor to educational partnerships and initiatives across the region, sharing best practice, resources and skills.

Key partners

SECG will continue to work with key partners within the region to review and refine our curriculum offer.

Corporation/Governing Body statement

On behalf of the Governing Body of the South Essex Colleges Group, it is hereby confirmed that Governors have reviewed the Group curriculum plan and have concluded that the education and training provided and planned by SECG meets local and regional needs. Governors have confirmed that the SECG Accountability Statement fulfils the statutory Local Needs Duty and sets out an agreed statement of purpose, aims and objectives approved by Governors at their meeting on 3rd of June 2025.

Supporting documentation

- <https://data.essex.gov.uk/>
- www.essexchambers.co.uk/lcip/
- www.thurrockopportunities.co.uk/
- www.nomisweb.co.uk/reports/lmp/la/1941962833/report.aspx?town=essex
- <https://reports.ofsted.gov.uk/provider/31/130672>
- <https://mides.rcu.co.uk/login>
- <https://nationalhighways.co.uk/our-roads/lower-thames-crossing/what-is-the-lower-thames-crossing/>

