

Bournemouth & Poole College

Local Needs Duty & Accountability Statement 2025/26

Contents

Section 1: Key Purpose and Strategic Priorities

Section 2: Context and Place

Section 3: Approach to Developing the Annual Accountability Statement

Section 4: Contribution to National, Regional and Local Priorities

Section 5: Local Needs Duty

Section 6: Corporation statement

Section 7: Appendices and Reference Sources

Section 1: Key Purpose and Strategic Priorities

The purpose of Bournemouth & Poole College is to transform students' futures. Our vision is for every student to achieve the best life possible, with a mission to champion lifelong learning that benefits individuals, the community, and the economy.

We serve over 9,000 learners annually, including school leavers, apprentices, and adult learners up to degree level. Our diverse student body includes both high achievers and those needing additional support, all striving to reach their fullest potential.

Rated "Good" by Ofsted in 2025, we make a significant impact on the local economy and society, securing approximately £27^[AC1] million in government funding for skills and an additional £5 million in other income. In November 2023, our Residential Provision, supporting the Specialised Chef Apprenticeship, was graded Outstanding by Ofsted.

We offer a wide range of courses across sectors such as Business, Service Industries, Science, Health, Care, Creative and Digital fields, Engineering, and Construction. Our curriculum is designed to develop not only technical skills but also essential core skills and character traits like dedication, empathy, problem-solving, resilience, collaboration, creativity, and communication.

Our strategic approach is driven by eight key strands to achieve our vision by 2030:

- Delivering high-quality education
- Shaping our curriculum to meet industry needs
- Expanding educational outreach
- Forging strategic partnerships
- Investing in resources
- Nurturing our people
- Maintaining sound finances
- Ensuring ambitious, excellent governance
- Ambitious Projects

In the last three years we have:

- Been graded as 'Good' across the board by Ofsted.
- Been graded as 'Outstanding' for our residential provision by Ofsted in November 2023.
- Our apprenticeship provision continues to perform above national rate every year
- Launched our transformational, £45m redevelopment project at our Bournemouth Campus, with the external phase nearly complete
- Secured over £1m from the Office for Students and upgraded a building to be University Centre Poole, the focus of our degree-level course delivery.
- Secured over £4m of T Level, SDF and LSIP funding for our Health, Engineering, Construction and green technology areas.

- Jointly created the first stage of the joint Sunseeker Skills Academy project, which is creating over 90 additional apprenticeships a year through an innovative and collaborative delivery model and lays the path for future development. This programme has won the prestigious LSECT Best New Apprenticeship Award in March 25
- Been confirmed as the preferred provider for the FdSc. Nursing Associate Higher Level Apprenticeship programme by NHS Dorset across the Integrated Care System (ICS): the NHS, Primary Care, Social Care and Care Homes. Recent developments in NHS England and significant financial challenges within trusts has led to a significant drop in training in this sector which needs urgent attention to prevent a medium-term staffing disaster
- Responded to the first LSIP (Local Skills Improvement Plan) for Dorset.

By 2030, Bournemouth & Poole College will be a leader in education and economic development, locally and regionally. We aim to be the top choice for professional and technical learning, recognised for outstanding employer partnerships, and known for our graduates' exceptional character and skills.

Our Strategic Priorities

Strand 1	Strand 2	Strand 3	Strand 4	Strand 5	Strand 6	Strand 7	Strand 8
Deliver high-Quality Education.	Shape our curriculum to meet need	Educate more people	Work in Strategic Partnership	Great resources for Education	Our People	Sound Finances	Ambitious, Excellent Governance

At the heart of what we do is high-quality education delivery and support to enable a diverse range of students to succeed on their courses, in their careers, in future study and life.	Through working closely with employers across nearly every sector of the economy, we aim to train people in the skills that are needed to create prosperity and a better society.	Through communicating our purpose and extending our reputation, we will attract more people to change their lives through studying with us.	Through working with other organisations, we increase the opportunities for our students and our contribution to society and the economy; and support the ambitions of our partners.	We will maximise investment in the facilities, equipment and software needed to deliver high-quality, up to date education, and create a great learning and social environment.	We will value, support and develop our most important asset: our staff, whether they work directly with students or provide the professional services which allow learning to happen.	Without secure finances, little is possible. We manage our money well, to provide stability and good value, but importantly to maximise investment in colleagues and resources.	Ambitious, expert, strategic, ethical and conscientious governance by our Independent Board steers our mission and choices and supports and challenges us to succeed.
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Cross Cutting Themes: Four themes of belief and activity weave through the different strands of our strategy

Diversity: that everyone deserves the opportunity to thrive.	Sustainability: the need to support a sustainable future for our planet and local area.	Digital technology: we believe confidence with it is critical to our students' futures.	Leadership: with great leadership at all levels, we will achieve our full potential.
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Section 2: Context and Place

Bournemouth and Poole College is the largest provider of academic and vocational education in Dorset. Our campuses are located on three sites and the largest are at Lansdowne, Bournemouth and North Road, Poole. Approximately 97% of the curriculum provision is provided at these two sites. The other site at the Fulcrum at Tower Park, Poole is the centre for carpentry, joinery and composites provision.

Students and apprentices are recruited primarily from across Dorset and Hampshire. To date during 24/25 the college has 2,948 students (3.5% growth on previous year) studying on education programmes for young people (EPYP), of which 161 are on T Levels. 1,286 students on adult learning programmes, 1,459 adults studying remotely via online programmes, 2,335 apprentices (1071 - 16-18 & 1264 - 19+) studying apprenticeship standards, and 276 students with high needs studying on vocational and academic programmes. We have circa 650 students studying above level 3 on a range of higher and degree-level programmes.

The college offers a wide range of provision, from pre-entry-level courses to higher education in 14 out of the 15 subject-sector areas. Numerically, EPYP accounts for approximately 36% of the provision, apprenticeships 28%, and adult provision 36%. Provision for students with high needs accounts for approximately 3% of the total provision and consists of around one-third of students studying foundation programmes and two-thirds studying academic and vocational programmes. The proportion of students and apprentices from minority ethnic backgrounds is in line with that of the local population.

Bournemouth & Poole College operates in a diverse region encompassing urban areas, rural communities, and coastal zones. The BCP (Bournemouth, Christchurch, Poole) area, as the tenth-largest urban local authority in England, has a growing population that reached 527,000 in 2023, a 1.5% increase from the previous year. This demographic spread represents a mix of densely populated urban spaces and less populated rural and coastal areas, influencing the college's operational and educational strategies.

The college's area of operation, particularly in Dorset, is experiencing significant demographic shifts. Notably, there is a decline in the working-age population, with projections suggesting a decrease to about 55% by 2033 and further to around 52% by 2043. Despite Dorset's growing popularity as a residential area, this trend raises concerns about an aging workforce and the potential impact on local employment. The 2020 Dorset Employer Skills Survey highlighted that 17% of respondents consider the aging workforce a recruitment challenge. This demographic change underscores the need for a skilled workforce, aligned with the evolving economic and social landscape.

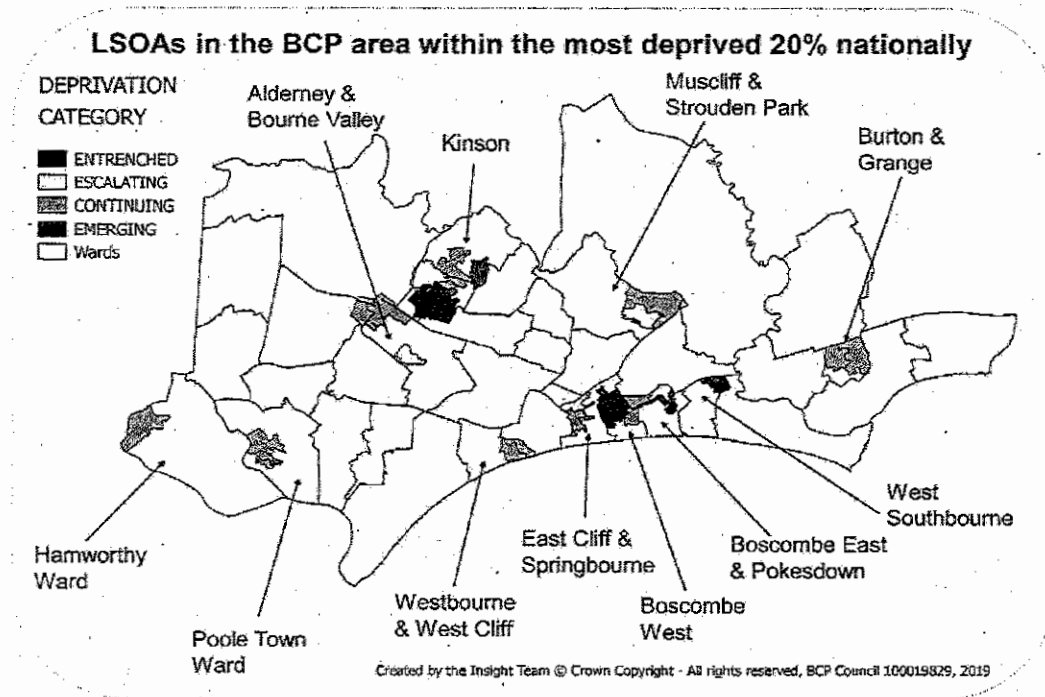
The labour market in Bournemouth, Poole, and the broader Dorset region is characterised by high employment levels, significant skill proficiencies, and overall prosperity. However, these positives are counterbalanced by the high cost of living, driven largely by steep housing prices, and a labour market where historically vacancies outnumber the unemployed. This scenario is particularly acute in sectors such as health and care, engineering, construction, digital technology, retail, personal services, and hospitality. The area, while affluent, also contends with pockets of deprivation, affecting aspects like employment, skills attainment, and health, thus reinforcing the college's role in addressing these challenges through its educational offerings.

In the BCP area, the average Index of Multiple Deprivation (IMD) score ranks it in the middle among English authorities, at 160th out of 317, where a ranking of 1 indicates the most deprived and 317 the least. However, deprivation in BCP is concentrated in a few areas, as shown by its higher rank of

137th in terms of the proportion of Lower Super Output Areas (LSOAs) in the most deprived decile (Decile 1). Specifically, 9 of the 233 LSOAs in BCP, which represents 4% of its LSOAs, are in this most deprived decile.

In the BCP area, about 16,000 residents out of 396,000 live in areas categorised among the worst 10% nationally for deprivation. This region experiences higher rates of income and employment deprivation than many others, likely due to its relatively large population. Specifically, approximately 43,500 people in the BCP area are income deprived, while 20,400 suffer from employment deprivation, leading to high rankings in national income and employment deprivation scales, at 42nd and 38th respectively.

The distribution of deprivation within BCP is concentrated in a few severely affected areas. A number of these areas are located within or close to our campus locations. For example, four areas are in the worst 10% nationally – in Alderney & Bourne Valley, Kinson, East Cliff and Springbourne, and Muscliff and Strouden Park Wards. In 23/24 the college saw an increase in the number of students from the deprived areas of Kinson North, Strouden Park and Muscliff. 49% of college students come from the most deprived areas.



Section 3: Approach to Developing the Annual Accountability Statement

This Accountability Statement for 2025/26 benefits from the comprehensive work that developed our Strategy to 2030.

Students, staff, partner organisations, employer representatives and the college Board all contributed to the development of the Strategic Plan. The college closely engages with the Local Skills Improvement Plan (LSIP) and Employer Representative Body (ERB), the Dorset Chamber of Commerce, leading work as part of the LSIP and LSIF. The college has worked through the LSIP and Dorset LEP meeting structures, which include employers, public sector and private training and education providers (and representative organisations) on the content of our LSIP response and how it fits into the overall Dorset picture.

As part of the LSIF, we have worked collaboratively with partners to develop four projects that have been funded in Dorset to meet LSIP identified needs. These pilot new courses in Bournemouth and Poole College and Weymouth College for the green construction sector, recruitment of teaching staff from industry, and better access for SEND students into apprenticeships. SEND specific training for work-based teams has been utilised to ensure that needs through recruitment and on-programme are understood and met. Advertising and onboarding materials specifically for SEND students have been developed and are now being used.

A new green construction centre opened on the Poole campus in Summer 2025.

The College has had strong links with the Local Skills Improvement Plan (LSIP), which is locally managed through Dorset Chamber. We are an active member of the Dorset Skills Board which brings together Dorset LSIP area skills leaders, working together to ensure that LSIP priorities are delivered through our training providers. We are actively involved with the Dorset Ambassadors Forum and the immediate skills working group, aimed at addressing local skills needs. Additionally, the college supports events such as the Dorset Business Festival and engages in business forums such as the Bournemouth Town Centre Business Improvement District, facilitating communication and support among businesses.

The college maintains strong partnerships with local authorities, including the BCP Local Authority and Dorset Council, collaborating on various projects for students with learning differences and skills development initiatives. This includes participation in the council's Economic Skills and Development Partnership and working on community projects like the Boscombe Town Fund. The college works with local schools, higher education institutions, and other FE colleges in Dorset to address skill shortages and guide students in their educational and career choices. This includes managing relationships with over thirty schools and partnering with local universities to offer specialised programmes.

Finally, the college is deeply involved with community partnerships, working with groups such as work with the Royal Foundation charity Homewards, the introduction of pre-employment courses and community volunteering and work with local charities.

Section 4: Contribution to National, Regional and Local Priorities

Bournemouth and Poole College's 2030 strategy is aligned with the Dorset Local Skills Improvement Plan (LSIP) and is designed to ensure our students are well-prepared for the future. Our commitment is to deliver a curriculum and learning experiences that respond directly to the evolving skills needs of our local economy and the broader societal context.

We make a strong contribution to meeting local needs through our large apprenticeship provision, judged as Good by Ofsted in 2025. We serve around 2,000 apprentices and have a significant market share of 25% in the Bournemouth, Christchurch and Poole area. Our biggest apprenticeship areas align with LSIP priorities in Construction and the Built Environment, Engineering & Manufacturing and Health & Science. In particular, our market share in Engineering is 69%, and in Construction is 69%.

Our 16-19 offer is vocational, offering high value progression routes for school leavers. We have an important role in offering local, technical provision for young people and our biggest curriculum areas respond to the stated LSIP priorities. For example, in Construction, we have 92% market share in Bournemouth.

We place a high emphasis on collaboration with local and regional partners, including universities and businesses to ensure alignment with the higher education curriculum and to establish clear progression pathways for our students as well as developing our own HE provision including degree apprenticeships. This collaborative approach enables us to develop a revised offer focusing on Higher Technical Skills in key sectors, including, engineering, renewable energy and healthcare.

As part of our ambitious 2030 Strategy, we are investing heavily in facilities and provision to meet national, regional and local priorities.

- £45 million investment at the Bournemouth Campus
- £1.1 million investment for University Centre Poole
- Health & Care Academy, Poole (including simulated Hospital ward)
- T Level Engineering Centre in Poole
- Green Construction Technologies in Poole

Employer engagement is a key focus for the college, with a dedicated team working with local businesses to understand and address their skill needs, source apprenticeship vacancies, and co-design curriculum. This involves collaboration with sector-specific groups like the Dorset Engineering and Manufacturing Cluster and the Bournemouth Area Hospitality Association. Examples of this engagement include co-delivery of courses with employers, involvement of employers in directing college departments, partnerships with NHS trusts for workforce planning and training and close working relationships with employers such as Sunseeker, to co-develop curriculum and provide specialist skills for the local economy.

Case Study- Sunseeker Skills Academy

Bournemouth and Poole College has co-developed the Sunseeker Skills Academy with luxury yacht brand Sunseeker International. The pioneering training scheme introduces employees to boat building with front-loaded delivery by the College and expert, Sunseeker staff in a bespoke college learning environment, using specialised Sunseeker equipment. During this time, the apprentices are immersed in Sunseeker's working culture on the college site, which means they are well prepared for work in the shipyards.

In addition, the Academy has also piloted a new initiative with the Department for Work and Pensions (DWP). The Sector Work Academy Programme (SWAP) aims to tackle local unemployment and bridge skills gaps. The four-week course covers areas including health and safety, employability, and carpentry. The programme so far has supported 17 unemployed individuals, five of whom have now secured an apprenticeship with Sunseeker.

Priority Sectors

Sector Subject Area Delivered by the College	LSIP Priority	National Skills Priorities	Overview	Employment
Construction	✓	Clean Energy, Construction	Predicted to be Dorset's second biggest employment sector by 2035, it faces labour shortages and demands skills in modern construction methods, which align with the National Skills Priority in construction.	The construction sector in Dorset comprises approximately 5,500 businesses and 17,000 staff. The industry contributes £1.2 billion to the local economy, which is 6.6% of the GVA.
Manufacturing & Engineering (inc. Aerospace, Defence, & Marine)	✓	Adv manufacturing, defence	This sector in Dorset requires foundational knowledge, hands-on skills, and digital proficiency, reflecting the National Skills Priority in manufacturing and engineering.	This sector employs about 31,000 employees, accounting for 9.2% of the workforce in Dorset (compared to 7.5% in England). It contributes £1.7 billion to the local economy (9.4% GVA). The current workforce is aging, and there is a shortage of new recruits with the required skills.
Digital Tech & Creative	✓	Creative, digital and technologies	A fast-growing sector in Dorset, there is high demand for software development, data analysis, and digital design skills, paralleling the National Skills Priority in digital and technology.	This sector in 2021 consisted of around 3,000 businesses employing 9,000 people, with a total of 20,000 people in Dorset working in roles associated with this sector. It contributes £632 million to the local economy, which is 3.5% of the GVA.
Health and Social Care	✓	Life sciences, health	As the largest employment sector in Dorset, it faces labour shortages and requires work-readiness skills, digital skills, and specific technical training. This aligns with the National Skills Priority of health and social care.	Employing 55,000 people, or 16.3% of Dorset's labour market (higher than England's 13.3%), the health and social care sector is significant. The NHS is the largest employer, with 9% of 2022 vacancies. Contributing £1.9 billion (10.6% of Dorset's GVA), the sector's challenges include a 46% staff turnover rate and a demand for more qualified workers, as only 44% have a Level 2 qualification or above. Future needs emphasise core care skills, dementia care, and healthcare technology.

Business, Administration and Law		Financial Services, professional and business services.	<p>Dorset's business, administration, and law sectors are undergoing significant growth. The business landscape is diverse. In administration, local initiatives like the Dorset Local Skills Improvement Plan are addressing skills gaps in leadership, management, and digital competencies.</p> <p>Meanwhile, the legal sector is adapting to changes such as the UK AI Safety Bill, with local firms offering guidance to help businesses stay compliant.</p>	The financial services sector is amongst the largest in the area contributing £1.03bn in GVA. JP Morgan alone employs 4, 000 people.
Cross-Cutting Themes - Work Readiness and Digital Skills	✓		Work readiness and digital skills are emphasised across all sectors in Dorset, essential for meeting the National Skills Priorities in various industries.	

Bournemouth and Poole College's Current Contribution

Sector	16-19	Apprenticeship	T Levels	Adult Courses Inc Employability /SWAPs / Bootcamps	Higher Education / Higher Apprenticeships
Construction	✓	✓		✓	✓
Engineering	✓	✓	✓	✓	✓
Digital Tech & Creative	✓	✓	✓		✓
Health and Social Care	✓	✓	✓	✓	✓
Business, Administration and Law	✓	✓	✓	✓	✓
Green Skills	✓	★		✓	

KEY:

✓ - currently offered

★ - Under development

2025/26 Development Plan

Sector	Development Aim	Outcome	Target Date
Construction	Introduction of Entry level construction courses	NEETS and school leavers that have performed less well have an entry point into a job and career	Sept 2025
	Construction bootcamps	Contributing to the government target to increase labour supply to support the new homes target	January 2026
	Green construction skills bootcamps	Contributing to the government target to increase labour supply to support the new homes target and net zero targets	January 2026
	Groundworks apprenticeship		
Manufacturing & Engineering (inc. Aerospace, Defence, & Marine)	Entry level engineering marine and engineering courses	NEETS and school leavers that have performed less well have an entry point into a job and career	Sept 2025
	Marine bootcamps	Rapid upskilling for a level 2 layer of staffing to increase productivity and innovation	March 2026
Digital Tech & Creative	Entry level courses across the creative industries	NEETS and school leavers that have performed less well have an entry point into a job and career	Sept 2025

	AI in business bootcamps	Improve productivity across Dorset	March 2026
	Foundation Degree in E-sports	A growing offer of HE courses linked to the sector to provide students with an alternative local offer to access HE	Sept 2025
Health and Social Care	Entry Level 3 in care	NEETS and school leavers that have performed less well have an entry point into a job and career	Sept 2025
	Level 2 Health Science	Ensure an appropriate talent pipeline is in place between school and careers for those wanting to work in the national skills priority of life sciences	Sept 2025
Business, Administration and Law	Roll out of blended learning options for business and human resources apprenticeships and ASF students.	A more flexible offer meeting the needs of employers and students	July 2026
Cross-Cutting Themes – Work Readiness and Digital Skills	Consolidation of themes started in 2024 including BPC character, work experience and personal development	Students will have both the technical and core skills to be able to progress into meaningful careers	July 2026
	Consolidation of job-ready training	Become the provider of choice for DWP in the Dorset LSIP area	July 2026
Net Zero Preparedness	Sustainable practises embedded in all curriculum delivery	Every vocational area makes its own contribution to Net Zero	July 2026
	Online sustainability awareness courses	Create an awareness of sustainable practices across Dorset	July 2026
	Lead on the Green Skills Advisory Panel for Dorset	A national initiative to bring together education and employers to deliver the Net Zero targets for the construction sector	July 2026

Section 5: Local Needs Duty

We are aware of our duty to collaborate with other local providers in the area when reviewing provision.

In response to The Skills Act (2022) the governing body at Bournemouth and Poole College takes a proactive and strategic approach to ensure that the college effectively meets local, regional, and national skills needs. This commitment is underpinned by various mechanisms that facilitate both long-term strategic planning and near-term operational oversight.

The Corporation at Bournemouth and Poole College is committed to looking outward and responding agilely to the changing regional, national, and global skills landscapes. Our multifaceted approach includes continuous curriculum review, investment in state-of-the-art facilities, and active engagement with the Dorset Local Skills Improvement Plan (LSIP). Our Strategic Review Processes include the Annual Curriculum Planning Cycle which ensures that our curriculum is aligned with priority sectors and the current labour market demands.

These combined efforts enable the College to lead in technical education, contributing significantly to productivity and inclusive growth in the Bournemouth, Poole, and wider Dorset region. We are committed to being an aspirational destination for learners, recognised for our partnerships with employers and our contribution to the local community and economy.

Section 6: Corporation statement

On behalf of the Bournemouth and Poole College corporation, it is hereby confirmed that the Corporation conducts reviews in line with the local needs duty, and as such results in the plan. The annual accountability statement sets out an agreed statement of purpose, aims and objectives as approved by the corporation at their meeting on 26/6/2024



Signature

Chair of Governors



Signature

- Principal / Chief Executive Officer

[Link to strategic plan](#)

Section 7: Appendices and Reference Sources

[Local Skills Report | Dorset LEP](#)

[Latest insights | Dorset LEP](#)

[Dorset-Local-Skills-Improvement-Plan-Stage-1.pdf \(dorsetchamber.co.uk\)](#)

[DLEP-Advanced-Manufacturing-and-Engineering-research-overview-v1.pdf \(dorsetchamber.co.uk\)](#)

[Advanced-Manufacturing-and-Engineering-Interviews-Thematic-Analysis-310323.pdf \(dorsetchamber.co.uk\)](#)

[DLEP-Construction-sector-research-overview-v1.pdf \(dorsetchamber.co.uk\)](#)

[DLEP-Creative-and-Digital-Sector-research-overview-v1.pdf \(dorsetchamber.co.uk\)](#)

[DLEP-Healthcare-sector-research-overview-v1.pdf \(dorsetchamber.co.uk\)](#)

[L_SIP-Net-Zero-Analysis-Report-Full-310323.pdf \(dorsetchamber.co.uk\)](#)

[Local industrial strategy | Dorset LEP](#)

[Dorset Business Map | Dorset LEP](#)

[Economic Development Strategy 2021-2026 \(bcpcouncil.gov.uk\)](#)

[BCP Skills Plan 2022-2026 \(bcpcouncil.gov.uk\)](#)

[Dorset's Economic Growth Strategy 2020 to 2024 - Dorset Council](#)