93% ✓ students progressing to positive destinations. “Top performer”.

FE & HE students’ attainment rates among the best in Scotland.

70% FEET
75% HEFT

47,355 credits of activity in 2016-17 was a record high.

Growth since 2009
40%

4,934 students in 2016-17.

30% students from Scotland’s 20% most deprived postcode areas.

340 members of staff

Carbon footprint reduction
42% since 2008.

East Kilbride’s population
75,000

A balanced budget on a turnover of
£15 million

Every year we generate
161,652 kWh of energy from micro-renewables – enough to power all our IT infrastructure, computers, tablets and mobile devices... and make 1,986,080 cups of tea.
ANNUAL REPORT
AND STRATEGIC PLAN
REVIEW
2016/2017

All quotes are from students, unless otherwise attributed.

South Lanarkshire College
Our Board of Management would like to share this review with you. Hopefully you’ll find it informative. Please enjoy reading it!

We published our 2014-2020 Strategic Plan, “20/20 Vision” after thorough consultation with students, staff, employers and other stakeholders. This report provides information about how well we’re delivering our three strategic priorities.
STRATEGIC PRIORITY ONE.
Satisfied students

Student Outcomes
The proportion of students progressing to a positive destination has increased by 0.6% and those progressing directly into jobs has increased by 14% over the previous year. Our students are highly successful.

Positive Destination
South Lanarkshire College 92.6%
National Average (SFC) 82.7%

Into Employment
South Lanarkshire College 28.4%
National Average (SFC) 19.6%
Working together and interactively as a class works well. Using Kahoot to go over questions is fun and helps learning.

14% more students directly into jobs compared to 2015/16.

“UCAS and CV writing workshops are great!”

Innovation
- Our pioneering “Period Poverty” initiative, linked to our Equality and Diversity Strategy, ensures there are no barriers for students accessing sanitary provision, no matter their financial circumstances. The initiative has been praised by the Scottish Parliament, reported by national press, endorsed by a resolution at the EIS annual conference and is being replicated across Scotland by other public and private bodies and the Scottish Government.

Our “Make a House a Home” group is challenging gender stereotypes. The class of female students learn to be proficient in painting and decorating.

“Our prior learning is considered.”

- We continue to develop systems that make us more effective and efficient. New automated processes extract retention and attainment data from central systems and pre-populate reports for course teams to use in their self-evaluation and improvement activities. This helps us make subtle and significant changes as appropriate that enhance the student experience. Phase one of our new online bursary application system is operational and phase two is under development.

Learner Induction
Our digital online induction process provides students with informative, memorable and engaging ways to access information at the start of their course. Through the use of videos and digital information, students can choose when to access essential information which they can revisit at any time.
STRATEGIC PRIORITY TWO.
Effective skills training

Student Attainment
Throughout our period of growth, innovation, change and the introduction of new subjects and courses, students continue to achieve well. Our largest group of students, studying part-time Further Education (FE), has an attainment rate of 81.4%.

77.5%

Overall student attainment in 2016-17 is 0.6% higher than the previous year.
STRATEGIC PRIORITY TWO.

Effective skills training

FE full-time (FEFT) attainment has improved to 70.2% and HE full-time attainment is second top in Scotland at 74.8%.

Our attainment rates for learners from the most disadvantaged postcode areas and care experienced learners are in the top four in Scotland.

<table>
<thead>
<tr>
<th></th>
<th>South Lanarkshire College</th>
<th>National Average (SFC)</th>
</tr>
</thead>
<tbody>
<tr>
<td>FE Full-time</td>
<td>70.2%</td>
<td>65.3%</td>
</tr>
<tr>
<td>HE Full-time</td>
<td>74.8%</td>
<td>71.6%</td>
</tr>
<tr>
<td>FE Part-time</td>
<td>81.4%</td>
<td>77.1%</td>
</tr>
<tr>
<td>HE Part-time</td>
<td>87.2%</td>
<td>78.6%</td>
</tr>
<tr>
<td>10% SIMD</td>
<td>71.4%</td>
<td>66.1%</td>
</tr>
<tr>
<td>20% SIMD</td>
<td>70.6%</td>
<td>66.2%</td>
</tr>
<tr>
<td>Care Experienced</td>
<td>67.5%</td>
<td>57.2%</td>
</tr>
</tbody>
</table>
Innovation

Our successful partnership with Fife College, City of Glasgow College and the Energy Skills Partnership (ESP) resulted in Platinum-level approval for the delivery of Smart Meter training and installation courses.

Successful students

Danny Barr, a Plastering student won the Trades House of Glasgow Modern Apprentice of the Year award. He was also the Scottish Building Apprenticeship and Training Council Adult Apprentice of the Year.

Our expanding, forward-looking curriculum provides suitable entry and exit points, well-informed by strong links with employers, schools, feedback from students and other stakeholders.

Danny Barr, 2017

HNC Care & Administrative Practice students continue to perform highly with record numbers progressing to university to study all fields of Nursing. Students progress directly to year two at local universities.

“Dealing with the public face-to-face made us feel more confident in dealing with clients outside of college.”

“Work placement gives us the opportunity to learn new skills and apply the theory we’ve learned in college in the work environment.”

“The SWAP Law course has made me realise that law is the ... career choice for me. I’ve an offer for a university place next session.”
Foundation Apprenticeships

Our first groups of Foundation Apprenticeship students, Social Services (Children & Young People), have begun their journey. During year one, pupils attend college for two half days per week. In year two they will continue to develop their practical skills through work placements.

Off-campus

We encourage students to be involved in off-campus activities that add to the development of their knowledge and skills, for example, working backstage at the theatre master classes at leading make-up stands in House of Fraser, Debenhams in Glasgow and Forestry Commission.

Science

Our new science laboratory supports the delivery of our Science Technology, Engineering and Mathematics (STEM) strategy. Our Scottish Wider Access Programme (SWAP) Health & Science course was 90% female and most progressed directly to university. Our new HNC Applied Science has a gender balance of 70% female and 30% male students.
Attending South Lanarkshire College changed my whole life for the better. I achieved an education way above my own and others' expectations.
Gender balance

We’re taking active steps to change the gender balance in subjects such as Construction where the larger proportion of students are male, and Hairdressing and Care, where the proportions are predominantly female.

Overall gender balance

Male 49%
Female 51%
We’re based in East Kilbride – the largest town in Lanarkshire and the sixth largest conurbation in Scotland.

Around 71% of our 5,000 students come from South Lanarkshire.

82% come from within the boundary of the Scottish Funding Council (SFC) Region of "Lanarkshire", 11% from Glasgow and 7% from other areas.

30% of our students are from the 20% most deprived datazones as defined by the Scottish Index of Multiple Deprivation (SIMD).
STRATEGIC PRIORITY THREE.
Promote sustainable behaviours

Our membership of the Environmental Association for Universities and Colleges (EAUC) supports valuable networking with other college and university colleagues. This helps us deliver our strategic priority to promote sustainable behaviours.

Innovation
In 2016, in partnership with our catering supplier, INSPIRE Catering, we took action to reduce the amount of disposable cups going from the College to landfill. Reusable cups are on sale from the College shop. Purchasing a cup entitles students and staff to five free cups of coffee, which covers the purchase cost. As well as that, the cost of purchasing coffee or tea on site is higher if you use a disposable coffee cup compared to using a reusable cup. The initiative was showcased in a Scotland–wide EAUC webinar in October 2017.
Sustainable development
In 2016-17 we were the eighth organisation in the UK to sign the Sustainable Development Goals Accord. This is the college and university sectors’ collective response to the United Nations Sustainable Development Goals.

5,000 STUDENTS
AND 340 STAFF
operate from our 13-acre campus.

We’ve three buildings:
• an innovative low-energy, low-carbon house used for teaching and seminars
• a low-energy, low-carbon teaching block, which was the first building in the UK to achieve BREEAM (2014) “Outstanding”
• a main building with classrooms, salons, training kitchens, restaurants and workshops.

Student feedback
Students suggested we consider reducing the use of plastic drinking straws on the College’s premises. Within a week our caterers, Inspire Catering, started phasing out plastic straws and replacing them with biodegradable paper straws. Plastic straws are still available by request if students require them.

“...The practical training environment and positive staff help us to learn without being worried about making mistakes, we feel we can ask for assistance and are encouraged to become independent learners.”
Over a period of significant growth, and the campus expansion, we’ve actively managed down our carbon footprint. All our newest buildings are net-zero carbon. We’ve reduced our reliance on fossil fuels in our oldest building by the use of solar panels, ground and air source heat pumps. This is the tenth consecutive year we’ve reduced our carbon emissions.

Our new building’s ground source heat pump has been comfortably providing all the heat energy required for two years.

We produce 161,653 kWh of energy from micro-renewables in our three buildings. This is equivalent to 7.4% of the College’s electricity use and 4.2% of the College’s total energy use, helping to make us financially efficient as well as environmentally sustainable.
Efficiency gains

Our mobile phone job ticketing system log reduces our paper use; enables more rapid response; better recording of performance indicators; live monitoring of the status of works and a more efficient use of all team members’ time. It’s more efficient in staff time, enabling us to close off jobs when they’re complete, rather than having to return to an office to do this.

Our sustained growth of around 40% since we moved to our new buildings has been accompanied by an innovative programme of curriculum and campus change. Our most recent new subject areas include: Access to Business & Law, Applied Science, Smart Meter training.

Membership of the Energy Skills Partnership helps us network with other colleges and universities to improve our business, share good ideas and absorb best practice.
Celebrations

Platinum Investors in People. May 2016
Investors in People Health and Wellbeing Award. November 2016
Living Wage Accredited Employer. April 2017

Accredited Disability Confident Employer. October 2017
5th in Top 100 UK National Centre for Diversity Index. January 2018
Third UK Green Gown Award. November 2017
Elaine Ballantyne won the National Centre for Diversity Employee of the Year Award.

GTCS validation for our professional learning processes.

David Auchie was awarded the Peter Juke’s Fellowship Award for Education.

Elaine Ballantyne won the National Centre for Diversity Employee of the Year Award.

James Martin received the Plaisterers’ Lifetime Achievement Award.

LGBT Charter Foundation Level. October 2017

GTCS validation for our professional learning processes. December 2017

Yoda’s first visit to college. September, 2013

David Auchie was awarded the Peter Juke’s Fellowship Award for Education. November 2017

Elaine Ballantyne won the National Centre for Diversity Employee of the Year Award. January 2018

James Martin received the Plaisterers’ Lifetime Achievement Award. November 2016
Financial statements

In 2016-17 we operated a balanced budget. At £224.17 per credit, we received one of the lower credit values in the sector, below the Lanarkshire average of £228 and the Scottish average of £238.16. Our turnover is around £15 million per year.

### Summary

<table>
<thead>
<tr>
<th></th>
<th>12 month period end 31 July 2017 (£000s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Income</td>
<td>14,877</td>
</tr>
<tr>
<td>Expenditure</td>
<td>14,862</td>
</tr>
<tr>
<td>Surplus</td>
<td>15</td>
</tr>
</tbody>
</table>

For full details, please see the College’s audited accounts.

“ Our excellent student outcomes – high attainment rates and high proportion of students progressing to positive destinations – provide excellent value for money for the Scottish taxpayer “

### Balance sheet

<table>
<thead>
<tr>
<th></th>
<th>As at July 2017 (£000s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tangible fixed assets</td>
<td>33,045</td>
</tr>
<tr>
<td>Net current liabilities</td>
<td>(1,916)</td>
</tr>
<tr>
<td>Creditors, provisions and pension liability</td>
<td>(26,268)</td>
</tr>
<tr>
<td>Net assets</td>
<td>4,861</td>
</tr>
<tr>
<td>Represented by revaluation reserve</td>
<td>5,087</td>
</tr>
<tr>
<td>Inc. and Exp A/C</td>
<td>(226)</td>
</tr>
<tr>
<td>Total reserves</td>
<td>4,861</td>
</tr>
</tbody>
</table>
In 2016-17 we delivered 47,355 credits of activity, 471 credits above target. This contributed to the Lanarkshire Regional total of 185,793 credits enabling the Region to achieve its target outcome of 185,733 credits.
BOARD OF MANAGEMENT
South Lanarkshire College

Our active and engaged Board of Management employs the College’s staff, owns the estates and assets and is responsible for the College’s high performance and its sound governance.

Jane McCartney
Director of HR (Retired)

Stewart McKillop
Principal, South Lanarkshire College

John Gallacher
Finance and Project Management

Sean Duffy
CEO Wise Group

Clare Gibb
Director and Company Secretary, McConnell Gibb Partnership Ltd

Jean Carratt
Lecturer – Faculty of Care, South Lanarkshire College
Staff Representative
(Lecturing)

Rose Harkness
Head of Student Services, South Lanarkshire College
Staff Representative
(Support)

Stuart Dillett
Operations Director, Idverde

Gill Stillie
Non-executive Director

Paul Hutchinson
Head of Profession, Communications and Networks, Atkins

Irene Johnstone
Head of British Lung Foundation (Scotland & Northern Ireland)

Julie MacKenzie
Student President, South Lanarkshire College

Melissa Mitchell
Student Vice President, South Lanarkshire College

Chris McDowall
Partner, Employment and Pensions Unit, Anderson Strathern LLP

Linda McTavish
Chair of The Lanarkshire Board

Robert Ralston
Partner, BDO Chartered Accountants (Retired)
The Board of Management provides well-considered, strategic support and challenge, ensuring efficient and effective governance and sustained delivery of high quality provision and appropriate ongoing improvement strategies. The Board and its committees are rigorous in probing and testing information. They ensure that information they receive is accurate and balanced. They triangulate college-devised reports effectively with corroborating data and information from third party auditors and agencies such as Investors in People, Education Scotland, SQA, SFC, Audit Scotland and others.

Extract from our Quality Report, November 2017, endorsed by Education Scotland.

We’ve key partnership arrangements with local authorities, Skills Development Scotland (SDS), employers, universities and schools. We’re assigned to the Regional Strategic Body known as The Lanarkshire Board for the purposes of SFC grant-in-aid funding. We contribute positively to regional outcomes.

On Board

In 2017 the effectiveness of the Board was reviewed by “On Board”, an external agency that supports the development of public sector guidelines on governance, training for Board members and evaluation of Board activities.

“On Board” identified that South Lanarkshire College’s Board of Management is a high performing Board and highlighted the following key strengths:

Our focus on students and student outcomes; culture of openness; financial management; risk management; leadership on equality and diversity; standard of conduct at Board meetings; inclusive environment for student and staff representatives; committee structure with excellent audit committee; governance and a high-performing Board Secretary.
Multiple awards reflect our commitment, enthusiasm, positive ethos and culture, impacting positively on student outcomes.