



CREATING OPPORTUNITIES
CHANGING LIVES



KIRKLEES COLLEGE
IMPACT REPORT
2021 - 2025



INTRODUCTION

This 2021-2025 Impact Report highlights the journey and impact of Kirklees College between 2021 and 2025. When this period began, we were still experiencing the lasting effects of the COVID-19 pandemic, with significant disruption to education, learning and wider society. During this time, the college focused on recovery, resilience and redefining our role in supporting students and communities across Kirklees.

Across the reporting period, we undertook two major consultations, Your Voice, Our Future, engaging students, staff, employers and partners to shape our purpose and values. Working closely with our Corporation, these consultations have also informed our Strategic Plan for 2025–2030 and reaffirmed the vision and values that will guide the college over the next five years.

Our mission, Creating Opportunities, Changing Lives, sits at the heart of everything we do. We are united by the belief that education transforms lives and that everyone at Kirklees College is an educator, contributing to learner success. This report reflects the impact of that shared commitment and sets the foundation for the college's next chapter.



Palvinder Singh
Principal and Chief Executive,
Kirklees College

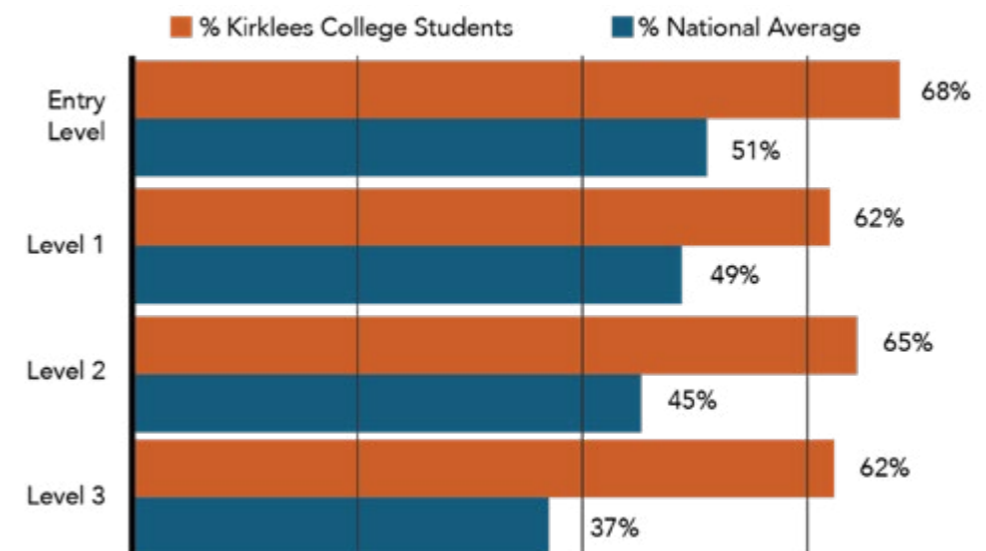
OUR MISSION
CREATING
OPPORTUNITIES
CHANGING
LIVES



COMMUNITIES WE SERVE



Students living in areas with the highest levels of deprivation (%)



OUR VISION & VALUES



A college at the heart of its community providing inspirational teaching and ensuring curriculum is developed with employers, enabling all students to progress.

Our Values: Kirklees College welcomes all students who want to learn. The college has a common set of key values for both students and staff that are at the heart of everything we do. The values define who we are and how we behave and interact with each other making Kirklees College a vibrant, inclusive, educational experience.



Kindness

An honest and compassionate approach to ourselves, our people and our environment.

- Embrace a spirit of appreciation and helpfulness
- Be respectful and considerate to our Kirklees College Community
- Speak the truth with courage and professionalism



Unity

A shared purpose across our Kirklees College Community.

- Collaborate for the common good and celebrate success
- Establish positive trusting relationships
- Build connections to share our ideas, information and knowledge



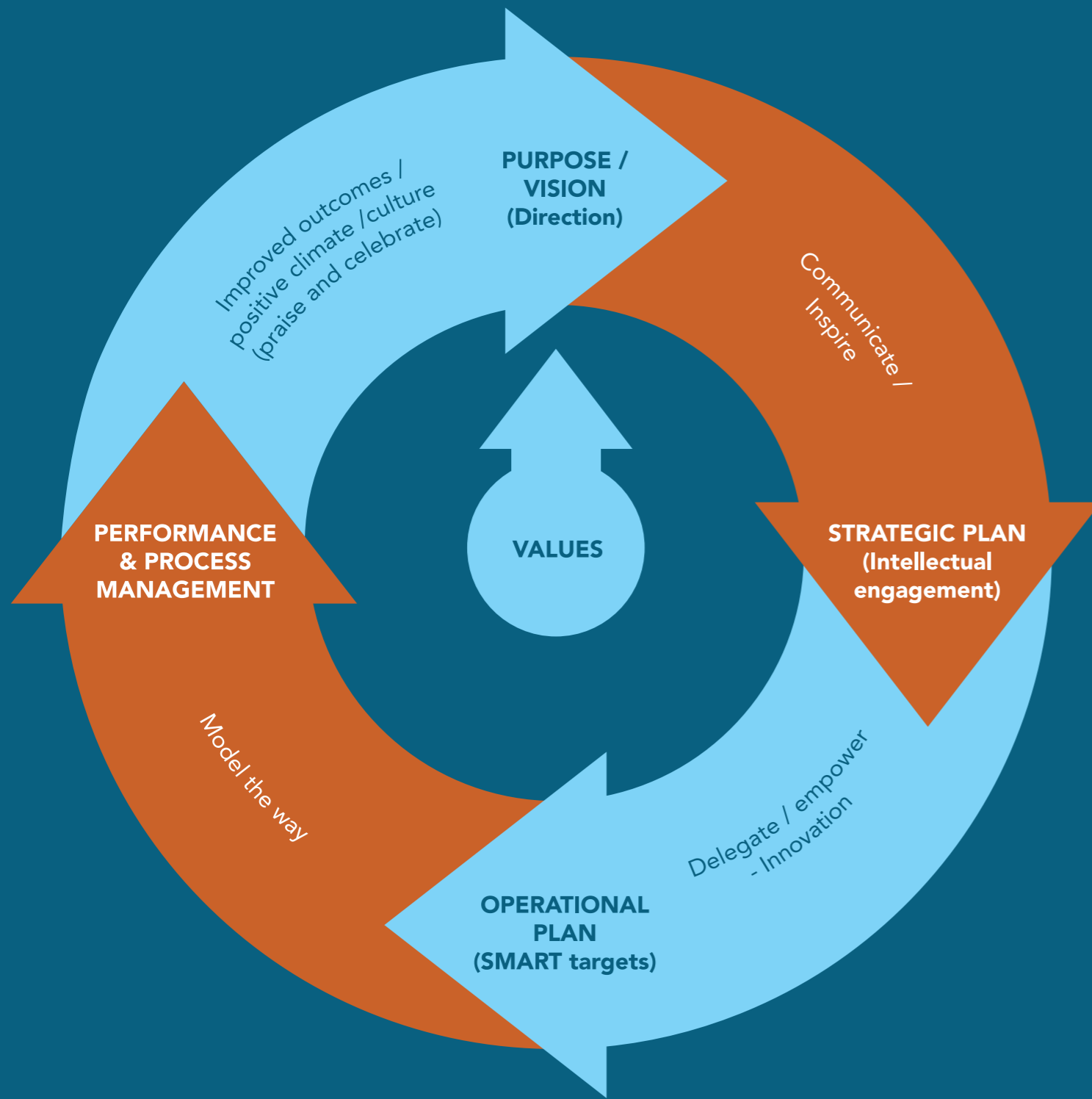
Excellence

A culture of high aspiration, expectation and success.

- Take ownership and be ambitious
- Encourage determination and innovation in others
- Always seek to develop and improve performance

STRATEGIC PLANNING

Building a High Performance Culture



STRATEGIC GOALS

2022-2025

PEOPLE, PERFORMANCE AND POSITION

Over the past three years, Kirklees College has made significant and sustained progress toward achieving its strategic goals 2022-2025, delivering meaningful impact for students, staff, employers, and the wider community. Guided by a clear vision and a strong commitment to excellence, we have strengthened our culture, enhanced the quality of teaching and learning, invested in our people and facilities, and deepened our contribution to the region. The following highlights demonstrate how focused action, collaborative leadership, and continuous improvement have enabled us to build a thriving, future-focused organisation that is well-positioned to meet the needs of Kirklees and beyond.





PERFORMANCE

A fantastic student learning experience with great outcomes

- The college has made significant investments in our facilities and teachers to improve our students' learning experience in the last two years. Communities of practice were established in 2022-23 with the launch of a development programme for teachers and Nancy Kline's 'Thinking Environment' for leaders and managers to develop ten behaviours that create the finest thinking.
- The digital vision was also established, leading to a clear framework for digital competencies, and was swiftly followed by the launch of the Innovation Hub in October 2023. Students are benefitting greatly from the technologies in the Hub, developing podcasts and exploring virtual reality (VR) in the immersive classroom, or by using VR headsets.
- The opening of the T Level Hospital Ward, the Reptile House and Aquatics Centre at Taylor Hill Animal Centre, extended practical workshops at Brunel Construction Centre and the introduction of Construction courses at Springfield Sixth Form Centre are just some key investments made in our real-world learning facilities. As a result, the college continues to report excellent student satisfaction rates and significantly improving student outcomes.
- Our 16 to 18 years olds have seen a 5% increase in achievement from 2021-22, bringing us in line with the national rate. This is a particularly significant achievement when considering our students' starting points. The 16 to 18 English and maths achievement continues to improve and both are now above the national rate, with a significant improvement in maths high grades.
- Adult achievement is now at 90%, which is 3% above the national rate and apprenticeship achievement is 7% above the national average. The first year of T Level results have celebrated a pass rate of 89%, surpassing the national pass rate of 88%, where many colleges have been delivering these since the first wave.

PEOPLE

An excellent culture in which to work and learn

- Launched a Leadership Academy with an award-winning national provider to equip middle managers to lead through high support and high challenge.
- Enhanced cross-college learning and development days to deliver impactful and highly valuable professional development.
- Introduced a performance coaching process aligned with the Teaching Excellence Framework, supporting growth through self-reflection and partnered coaching.
- Developed and launched the Wellbeing Strategy and Equality Strategy, strengthening a culture of wellbeing, advancing equality, and positioning Kirklees College as a national leader in restorative, trauma-informed and anti-racist practice.
- We have fostered a strong and inclusive organisational culture, evidenced by a 90% participation rate in the annual staff survey, demonstrating high levels of engagement and trust. This commitment to inclusion is further reinforced through staff conferences and dedicated training days hosted at external venues, providing space for reflection, collaboration, and professional development.

A dynamic, interconnected digital learning experience

- Established the Innovation Hub as a base for testing new technology and pedagogy, including an immersive classroom, podcast room, and early Virtual Reality trials to foster creativity and curiosity in learning.
- Delivered the TeacherMatic AI project, reporting average time savings of around five hours per week and demonstrating the impact of AI in reducing workload.
- Invested in a Digital Innovation Manager, who has since launched the FE Artificial Intelligence Network, bringing together colleges nationally to share best practice.
- Launched a new student app to improve access to timetables, attendance, and progress information, supporting engagement and communication.
- Introduced an interactive college data dashboard used by curriculum teams, business support and senior leaders to inform decisions through real-time data and performance insights.



Strong, sustainable financial performance

- Sustained improvement in DfE Financial Health grade from Good in 2021/22 (the first in college history) to Outstanding for 2023/24 and 2024/25.
- Increased total income by £9.7m (22%), from £45.1m in 2021/22 to £54.8m in 2024/25.
- Aligned with the voluntary Real Living Wage for the two years to 2024/25, enabling maximum staff pay increases of over 20% across this period.
- Delivered minimum staff pay increases of 10% over the last two years to 2024/25.
- Invested £9.5m in building improvements and equipment over the three years to 2024/25.



POSITION

Recognised by employers and students as the provider of choice in Kirklees for higher technical education

- Demonstrated strong learner outcomes, including high achievement rates, strong progression into work, and positive employer feedback.
- Continued to build strong, long-term partnerships with local and regional employers to co-design courses and ensure skills align with industry needs.
- Delivered consistently excellent teaching by staff with up-to-date industry experience.
- Continued investment in industry-standard facilities and technologies that reflect current workplace practice.
- Maintained a continuous cycle of curriculum review and development informed by labour-market intelligence and emerging technologies.

Every centre demonstrates strong civic responsibility

- Leaders and managers collaborated nationally and locally with partners including the Tackling Poverty Partnership, NAMSS, and the Hate Crime Community Group.
- We maintained an active network of student representatives and a strong Students' Union.
- Students engaged meaningfully in matters influencing their college experience and wider communities.
- In partnership with Leaders Unlocked, students participated in Youth Commission activities.
- Key topics students explored included community relationships, violence against women and girls (VAWG), drugs, gangs and knife crime, and rehabilitation and prevention.

We play an influential role in combating the climate emergency

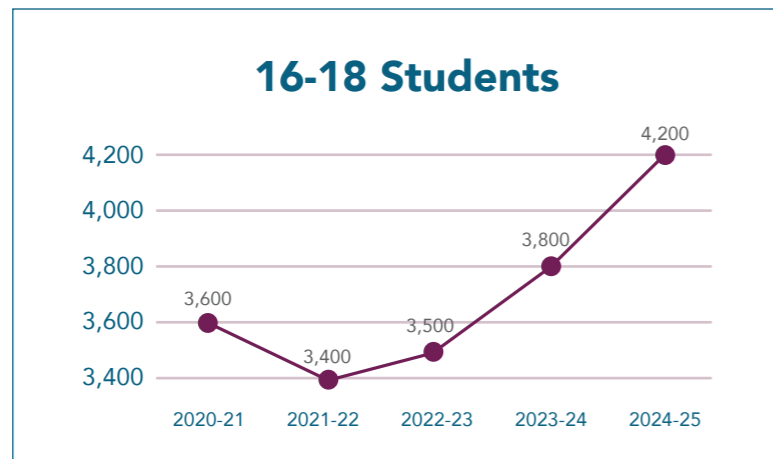
- Launched the Green Changemakers programme, building staff capacity and embedding sustainability leadership across the College.
- Adopted the FE Climate Action Roadmap (AoC/EAUC) as the framework for planning and measuring progress across leadership, curriculum, estates, and operations.
- Opened a modern, energy-efficient reptile and aquatics centre at Taylor Hill, reducing energy use and enhancing the Animal Care curriculum offer.
- Installed solar panels across the college estate, reducing energy use and supporting progress toward Net Zero.

PEOPLE



Top photo: Graduation 2025, left photo: Staff Development Day 2025, right photo: KC Stars 2025

From September 2020 the college has shown continued growth in student numbers. Data shows that the Kirklees population increase for 15 – 19 year olds across 2021 – 2025 was 9%. Over the same period of time Kirklees College has increased its 16 – 19 year old numbers by 25%.



STAFF SURVEY 2025

Our annual staff survey provides valuable insights into our culture, engagement levels, and overall employee experience. With a record 90% participation rate, this year's results highlight positive trends across nearly all categories.



of staff role model college values in all interactions



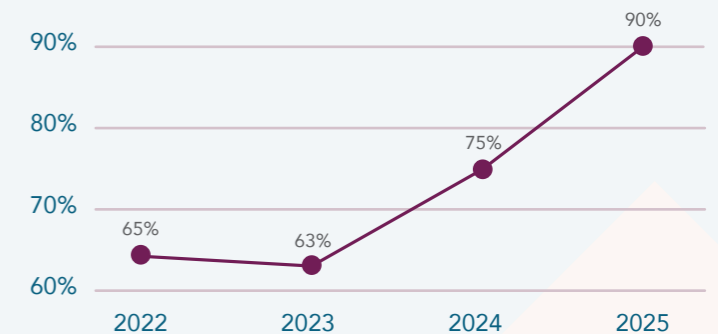
800+ responses

Staff comments identified positive culture, teamwork, inclusivity, and a passion to do the best for our students as key strengths within our college community.

When benchmarking against other colleges, we scored particularly well in terms of staff feeling treated with dignity and respect, overall satisfaction, and willingness to recommend the college as a good place to work.

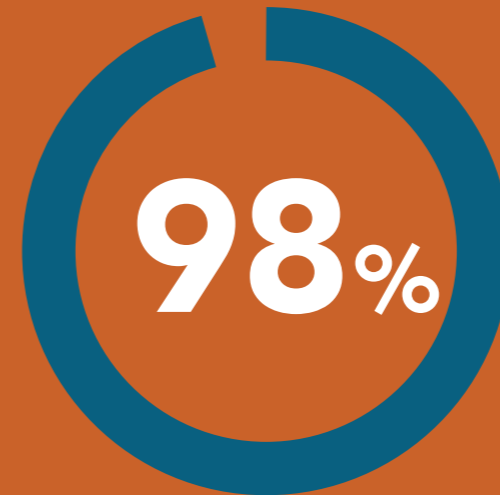
Our results are positive and improving and provide a solid foundation for continued improvement.

Staff Engagement (%)





WHAT OUR STUDENTS SAY



of our students feel the college is a welcoming place for people of all backgrounds



of our students say teaching is of a good standard



of our students say that staff are friendly and helpful



of our students feel they are treated fairly and with respect by their tutors

WHAT OUR APPRENTICES SAY



of our apprentices would recommend the college



of our apprentices say college is a safe place to be

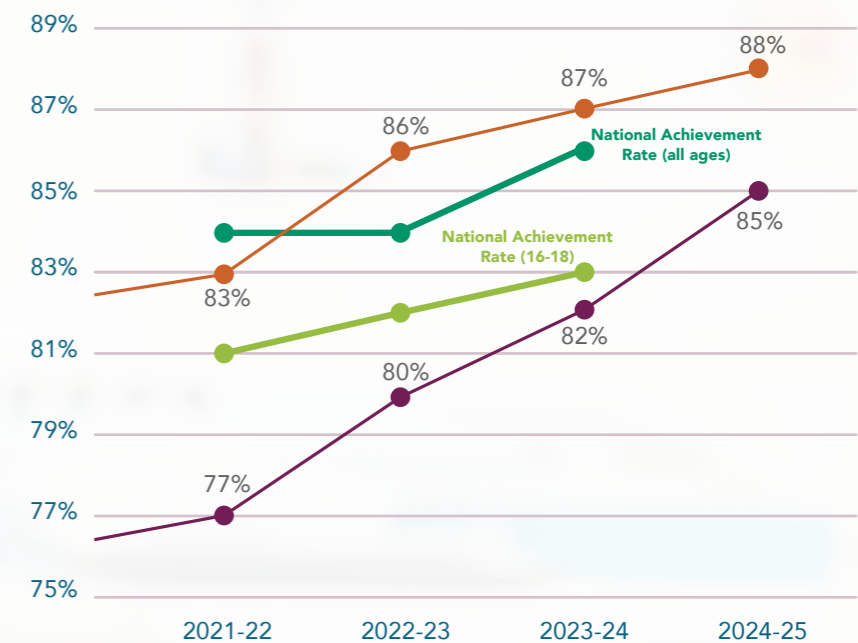
WHAT THEY SAY...

PERFORMANCE

Kirklees College offers a broad range of vocational and academic qualifications to young people and adults. Strong progression routes exist from Entry Level to Level 7 across a broad and responsive curriculum, designed in partnership with employers. The curriculum is agile to the needs of the local region.



Achievement Rates



Kirklees College Achievement Rates

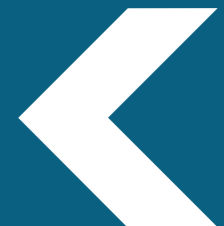
— All ages — 16-18 years



FINANCIAL STRATEGIC GOAL

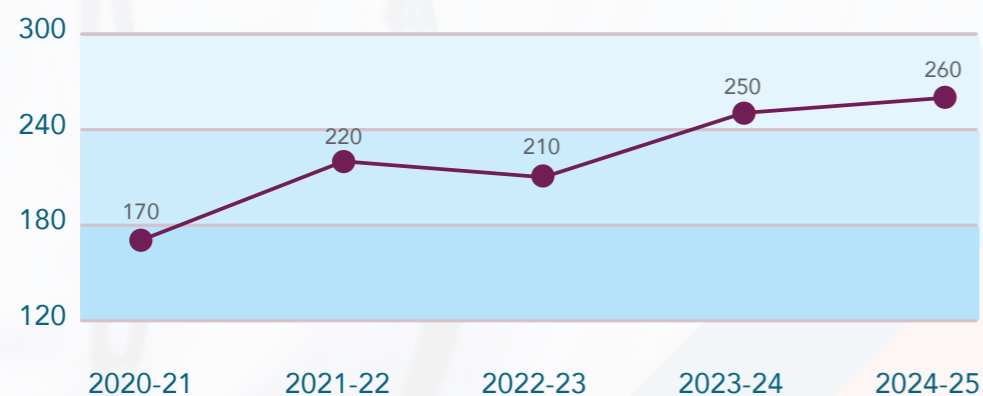


Strong, sustainable financial performance

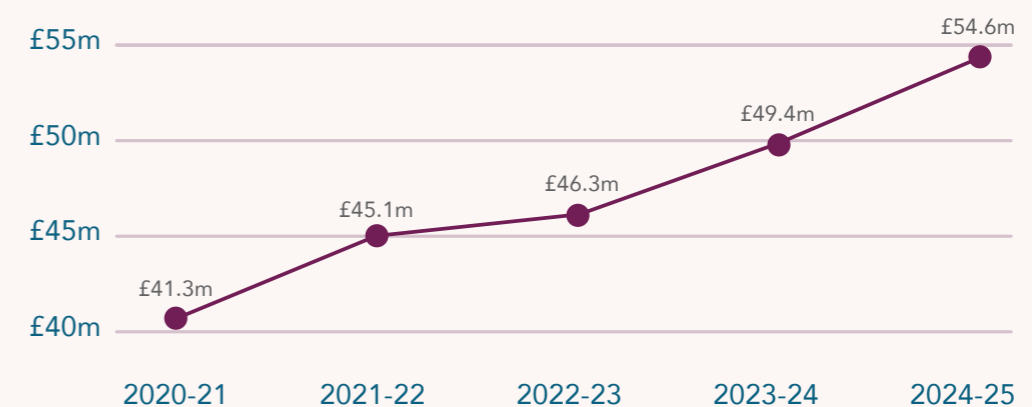


Financial Information

Financial Point Score



Total Income



POSITION



of employers
would recommend
Kirklees College

Strong partnerships with employers, stakeholders and external organisations are central to the success and impact of Kirklees College. By working closely with businesses and partners across our region, we ensure our provision remains relevant, responsive and aligned to local skills needs.

These partnerships create meaningful opportunities for students through industry-informed curriculum, work placements, apprenticeships and progression routes into employment. They also support businesses by helping to develop a skilled, confident and future-ready workforce.

We are proud to work in collaboration with the employers and partners featured here, whose ongoing support and engagement play a vital role in creating opportunities and changing lives across Kirklees and beyond.

In partnership with:





Images above, left: Mayor of West Yorkshire Tracy Brabin at the launch of the Pioneer Higher Skills Centre October 2021, right: Pioneer Higher Skills Centre

Dewsbury: Local Impact

Over the last four years, we have continued to make a significant, positive impact on the Dewsbury community. Starting with the opening of Pioneer Higher Skills Centre in 2021, we have continued to grow our student numbers in Dewsbury and remain the only Further Education provider in the area.

Since 2021, we have introduced several new study programmes and facilities for learning across our two Dewsbury centres, including bringing construction courses back to North Kirklees with the opening of facilities for Plumbing and Electrical in 2024. Joinery and Plastering were also introduced to Springfield Sixth Form Centre in September 2025.

Since 2020, the college has also been a proud member of the Dewsbury Town Board, playing a strategic role in influencing the use of capital funds that are regenerating the town through the Dewsbury Blueprint. As part of this, staff and students at the college have repeatedly taken part in local surveys and projects. For example, Art and Design students in Dewsbury have collaborated on various pieces of public art in the town, designed their own art for the new arcade, whilst Construction students have been on tours of the arcade as part of their work experience.

Snowdogs Support Life Art Trail

In 2022, Kirklees College was proud to support The Kirkwood Hospice's Snowdogs Support Life art trail, which saw 31 uniquely designed Snowdog sculptures appear across North and South Kirklees. Inspired by Raymond Briggs' 'The Snowman and the Snowdog', each Snowdog popped into a different location across our region, raising money for The Kirkwood Hospice, a partner charity of the college for many years.

At the end of the trail, Kirklees College proudly hosted the finale event and Snowdog auction at our Huddersfield Centre in November 2022. We were also delighted to successfully bid for our very own Snowdog, which now lives in the Atrium at Huddersfield Centre and serves as a reminder of this powerful fundraising project.





Local Skills Improvement Fund (LSIF) Digital Innovation Project

In November 2023, West Yorkshire Colleges, including Kirklees College, were successful in securing £6.9 million from the Department for Education to digitise teaching and learning in key sectors.

The funding was part of the Local Skills Improvement Fund

(LSIF) and launched a West Yorkshire digital innovation project led by colleges.

The capital investment included equipment and resources needed to use virtual reality, augmented reality, Artificial Intelligence and robotics to equip colleges with the means to develop relevant and in-

demand skills. Kirklees College invested our allocation into a suite of VR headsets used across all seven centres, robotic arms and new 3D printers at Engineering Centre, a new digital music suite, anatomage table for Health and Social Care and Science, and more.



Funded by
UK Government



Statue unveiling marks the final event of 200 years celebration

In December 2025, an event at our Engineering Centre saw the unveiling of a new statue to mark the final stage of our 200 years celebration.

The statue is a 21st-century reimagining of Athena

and Nike, classical figures symbolising wisdom, craftsmanship, knowledge and victory.

The work was created using digital modelling and advanced fabrication techniques in

collaboration with Kirklees College staff, blending tradition and innovation, past, present and future. Using the college's 3D printed facilities, Engineering tutors spent 86 hours printing the statue and assembling the parts.

Championing Anti-Racist, Trauma-Informed and Restorative Practice

This key strategic objective is focused on bringing about a whole organisational cultural shift by establishing trauma-sensitive, anti-racist, restorative classrooms and workplaces based on the key principles of practice, where the positive mental health and wellbeing of all is a high priority and interventions based in empathy are designed to drive trusting connections and ensure positive relational and emotional

health for everyone. Given that the relationship between mental health and academic achievement is bidirectional and highly correlated, a trauma-informed, restorative organisation nurtures this relationship while maintaining its primary focus on educational outcomes.

We have delivered on this by ensuring every staff member receives relevant training on this issue, introducing

these practices into teaching and learning, and creating signage which uses restorative language across all seven centres. In 2024, we were also recognised by the Association of Colleges for our work on anti-racist, trauma-informed and restorative practice when we were shortlisted for the NOCN Group Award for Mental Health and Wellbeing Synopses in the 23/24 Beacon Awards.



Celebration of our Apprentices at Food and Drink Engineering Awards

During National Apprenticeship Week 2025, Kirklees College hosted an awards ceremony to celebrate the hard work of its Food and Drink Manufacturing Apprentices. The awards were held at the college's Huddersfield Centre for the first time, and apprentices, their employers and family and friends were invited to enjoy a two-course dinner and drinks reception prepared by Kirklees College students before the awards commenced.

Awards presented included Best All-Rounder, Best Practical, Best Theory, Most Improved and Tutor Choice, with an apprentice from year one, two and three all being honoured in each category. Finley Campbell, Level 3 Food and Drink Maintenance Engineering Apprentice, secured the special Outstanding Learner award in recognition of his exceptional commitment to his apprenticeship.

An employer from Princes Soft Drinks who attended the evening had some great things to say about it:

"There was a great welcoming reception from everyone. The hospitality was excellent and award ceremony was perfect, well presented, and professionally executed. Well done."

Kirklees Skills Operator Hub Launch



On Tuesday 11 March, partners Kirklees College, Flannery Plant Hire and Kirklees Council celebrated the official launch of the Kirklees Skills Operator Hub, which is now on site at the college's multi-million Engineering Centre in Huddersfield.

The Skills Hub, the fifth of its kind in the country, is a mobile unit that has two virtual reality plant machinery simulators, and classroom facilities for Skills Bootcamps. Next to the hub, the college's land has been transformed into a live construction site with a variety

of Flannery plant machinery for adult learners to operate on a live site environment.

Skills Bootcamps are short courses for learners aged 19+ to develop their skills in specific industries. The hub helps with the delivery of Skills Bootcamps in the construction industry, specifically in plant machinery operations, and can be attended by anyone, whether they are already working in the industry, or want to start a new career. Across the country so far, 1,400 people have taken part in Flannery run Skills Bootcamps, and the first intake of students in

Kirklees will begin immediately. Collaborators Kirklees College and Kirklees Council have invested in the Kirklees Skills Hub as part of Kirklees Build, a regional project investing in construction industries, funded via the Dewsbury Town Board's regeneration project.

Another big investment as part of the Kirklees Build project includes the college's new facilities for construction at Springfield Sixth Form Centre in Dewsbury.

FLANNERY

Celebrating Outstanding Level 3 Results

This year has seen fantastic improvements in Level 3 pass rates across the board:

- **94% pass rate** on BTEC Level 3 qualifications
- **91% pass rate** for all Level 3 students
- An incredible **98% pass rate** on Access courses

We're also proud to share that 40 Level 3 courses achieved a pass rate of over 95%, with 16 of these reaching 100%. This is a true testament to the hard work, talent, and determination of our students, and the dedication of our amazing staff.



Students Shine in Special Anniversary Edition of COLS Awards

In June, we celebrated our annual College Outstanding Learner Success Awards (COLS) with an extra-special event held at the Accu Stadium, as part of our 200 Year anniversary celebrations in 2025. To represent this celebration at our ceremony we introduced five new categories for this year. Three were based on our Kirklees College values of Kindness, Unity and Excellence. Our other two were a Students' Choice, selected by our Students' Union, and Principal's Choice chosen by our Principal Palvinder Singh.

Our Student's Choice winner was William Heath for his excellent attitude to college,

and the kindness he shows to everyone in our community. William is a class rep and takes an active role in amplifying student voice at college. William also recently helped people escape from a fire on a local bus, showing amazing bravery.

Our Principal's Choice winner was Georgie O'Connor for her outstanding leadership of the CanSat Aerospace Competition at our Engineering Centre, which she coordinated whilst maintaining outstanding academic performance on her T Level programme.

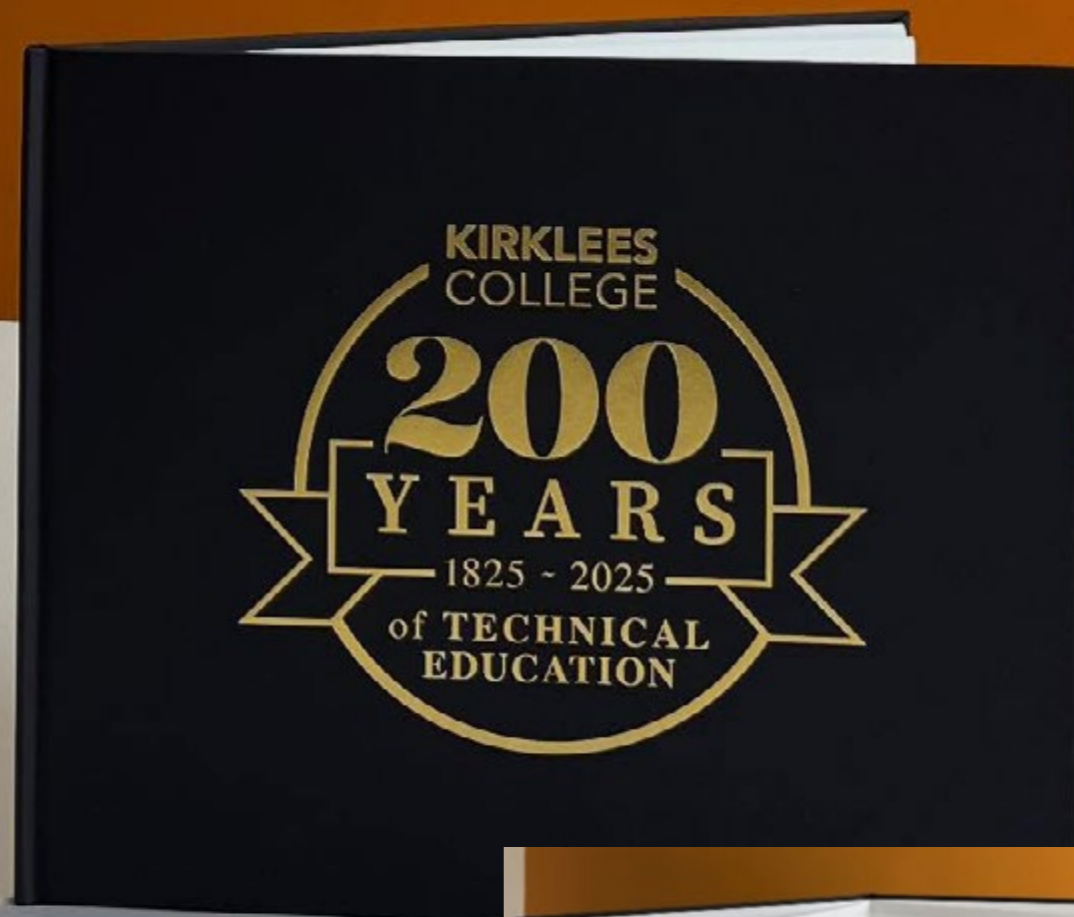


Celebrating 200 Years of Technical Education in Kirklees

In 2025, we have been proudly celebrating 200 years of technical and professional education in Huddersfield, Dewsbury and Batley. The anniversary marks the establishment of Huddersfield's Scientific and Mechanic Institute in 1825, which was set up to bring the "acquisition of useful knowledge" within the reach of all, particularly the trading and working classes. Batley Weaving School, another direct predecessor of the college, was also opened in 1825.

Highlights from the year include:

- Various alumni case studies and interviews, including with our oldest living former student of Batley School of Art, Joy!
- The launch of our 200 Years commemorative book
- The commission of "Athena", an innovative statue designed by Zachary Eastwood-Bloom, alumni of Kirklees College, and 3D printed right here at our Engineering Centre
- Special 200 Years themed COLS awards, which included special awards and statues, also designed by Zachary Eastwood-Bloom and made by our Engineering team
- The Learning Resource Centre also produced an anthology book with stories and poems submitted by members of our KC Community



SOCIAL IMPACT

Kirklees College plays a vital role in supporting the social and economic wellbeing of our local communities. As an anchor institution in the borough, our work extends beyond education, contributing positively to employment, inclusion, health and community cohesion across Kirklees.

The social impact statistics on this page demonstrate how our work creates real, measurable benefits for students, employers and communities, helping to reduce inequalities and strengthen the local area.


Together, this impact reflects our mission of Creating Opportunities, Changing Lives and our commitment to making a lasting difference in Kirklees.

500+
students have
an EHCP

500+
students receive
High Needs support


1007
students received
free college meals


16-18
2146
16-18 students
received bursary


19+
1625
19+ students
received bursary

93%

of staff employed at Kirklees
College live in Kirklees

61%

of our 16 - 18 students
are from the most
deprived areas

69%

of our 16 - 18 students
have not yet achieved
Grade 4 or above in GCSE
English and/or maths

We work with
1000+
employers

81%

of these are local small/
medium businesses

New Charity Partnership with Forget Me Not Children's Hospice

In September 2024, Forget Me Not Children's Hospice Chief Executive Gareth Pierce and Kirklees College CEO Palvinder Singh launched a new partnership that has helped create special experiences for the children and families the children's hospice supports.

Kirklees College students have also benefitted from the opportunity to develop the skills they need for their careers in a setting rated 'outstanding' by Care Quality Commission inspectors in 2023.



Ground-breaking workshops and performance from Sharon De-Leonardis

In January 2025, Kirklees College welcomed Sharon De-Leonardis of Spectaculararts to its Huddersfield Centre for a two-day programme of activities tackling issues of racism and the legacy of the Trans-Atlantic Slave Trade. Day one saw students attend a Cultural Heritage Workshop led by Sharon, which explored the lasting impact of slavery and celebrated the achievements of those who have been affected by these impacts, but continue to strive for an equitable future.

On the second day, Sharon performed her ground-breaking play 'Rise of the Empress' to a sold-out crowd of students and staff. The play explored themes of belonging, heritage, self-discovery and resilience.

Students and audience members were invited to challenge stereotypes and broaden their understanding of the diverse narratives that shape Black British Life. After the performance, there was an opportunity for students to discuss what they'd seen with Sharon, and audience participation was encouraged throughout.

These events are supporting the college's commitment to becoming an anti-racist organisation, promoting equality, diversity, and inclusion. Together, we can celebrate hope and work towards a brighter tomorrow, fighting racial inequalities and modern slavery.





Address

Kirklees College
Huddersfield Centre
Waterfront Quarter
Manchester Road
Huddersfield
HD1 3LD



Find us

kirkleescollege.ac.uk



Call us

01484 437 000



CREATING OPPORTUNITIES 
CHANGING LIVES

