

Annual Accountability Statement

2025/2026

1 College Mission and Purpose

The RNN Group (the Group) is a Further Education College Corporation with a Group structure meeting the needs of thousands of employers, adults and school leavers every year. The Group has sites situated within the South Yorkshire Mayoral Combined Authority (SYMCA) and the Bassetlaw Local Enterprise Partnership (D2N2) area which includes: Rotherham College (RC); North Notts College (NNC); Dearne Valley College (DVC); University Centre Rotherham (UCR); Idle Valley and the National Fluid Power Centre (NFPC).

The Group:

- Supports 11,000 learners annually across a range of different education and training programmes and over 1,200 apprentices across a range of frameworks and standards
- Employs more than 800 people
- Works with more than 600 employers and businesses

- Has an annual turnover of £50m
- Serves areas with economic, social and educational disadvantage.

The Group’s Strategic Vision is to: ‘lead innovation and skills within our communities’.

The Group’s mission is: “Through our strategic relationships with all the communities we serve, our education and training will provide exceptional opportunities for people throughout their lives. Our Centres of Excellence will be inspirational and we will be agile to the needs of our employers, stakeholders, schools and the community”.

The Group’s core values are: “We are inclusive, we have integrity, we are one team, we deliver”.

2 Strategic Ambition

The Group 2025 – 2030 Strategic Plan has a focus on Skills & Learning, People & Culture, Innovation & Growth and Place in the Communities we serve.

RNN Group is an anchor institution in the Rotherham and North Notts areas, delivering impactful services that support our communities to develop and enhance their skills and improve their lives. In an environment facing significant changes in technology, climate change and a need to focus on sustainability and environmental priorities, we work in collaboration and in partnership with all of our stakeholders, making the right choice ensuring that we achieve our vision and strategic priorities, as well as looking forward to a sustainable future.

The RNN Group was judged to be ‘Good’ by Ofsted in November 2022, across all provision types and across all Colleges and has received a Teaching Excellence Framework (TEF) Silver rating for Higher Education provision.

We support local skills investment though the National Fluid Power Centre (NFPC), by delivering specialist training and upskilling in systems engineering. The NFPC has a National and International footprint, through which we support and further the development of competency skills of employers nationally, regionally and locally. We provide strategic advice and support for employers to drive business change, innovation and future workforce planning.

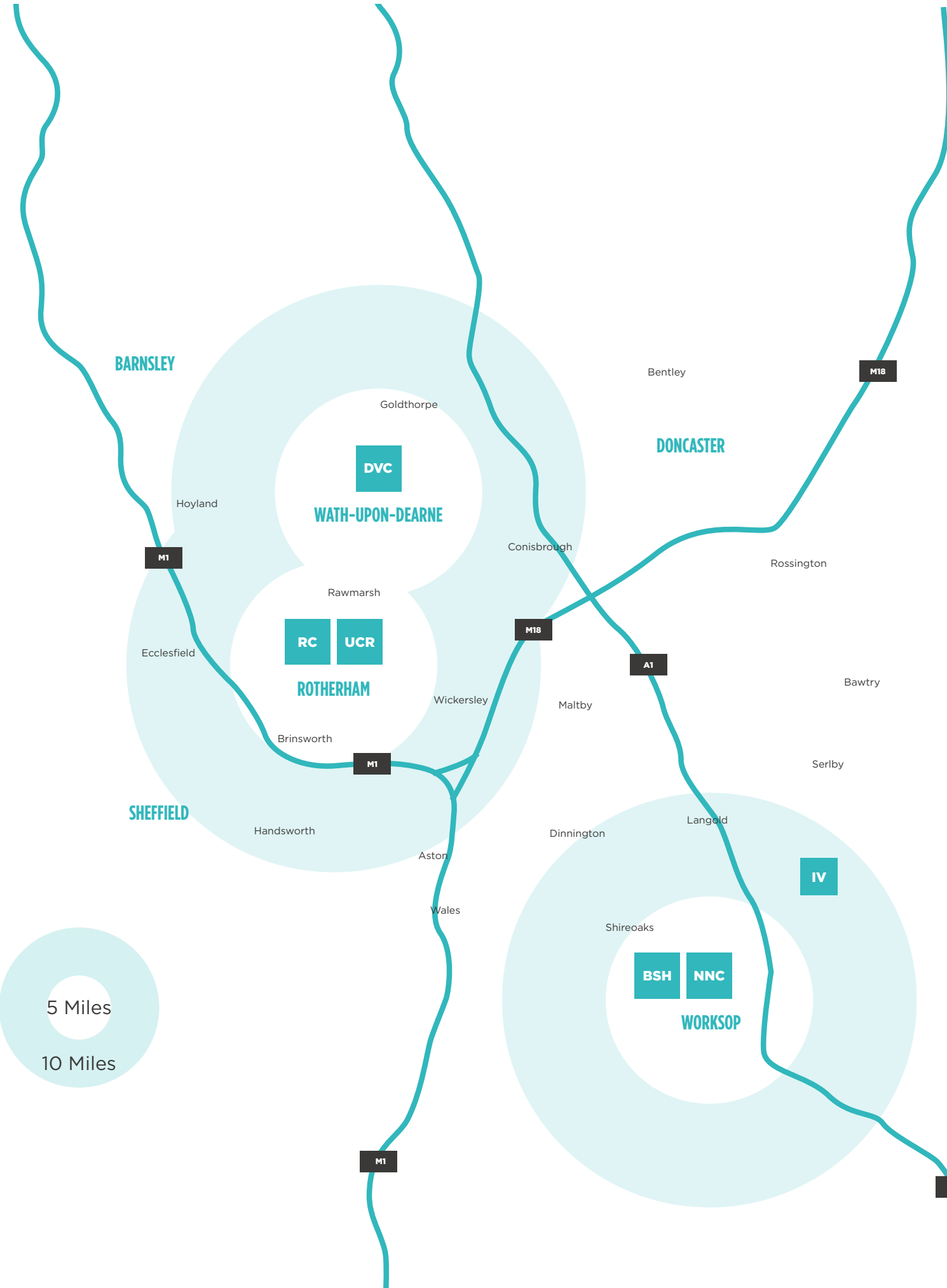
3 Context and Place

Our Strategic Vision

2025- 2030



Our Sites



4 Communities we serve

The Group primarily services the geographic communities of Rotherham (Central and surrounding regions), the Dearne Valley (comprised of North Rotherham and outlying areas of East Barnsley and West Doncaster) and Bassetlaw (comprised of Worksop, Retford and surrounding areas).

The Group operates out of 7 primary venues:

- Rotherham College (RC)
- Dearne Valley College (DVC)
- North Notts College (NNC)
- Retford Education Centre (REC)
- University Centre Rotherham (UCR)
- National Fluid Power Centre (NFPC)
- Bridge Skills Hub (BSH)

5 Employers we serve

The Group serves the needs of employers within South Yorkshire and North Nottinghamshire.

Organisations vary in size from regional branches of national providers, locally headquartered multinational organisations and local Small to Medium sized Enterprise (SME) organisations.

The primary local sectors of employers for South Yorkshire and North Nottinghamshire (Bassetlaw) are:

- Warehousing & Logistics
- Business Administration
- Leadership & Management

The Group also delivers at point of need in over 60 community venues including community resource centres, libraries, care homes and other sites attended by specific profiles of local communities.

- Construction
- Engineering
- Motor Vehicle
- Health & Social Care
- Hospitality
- Digital
- Aviation Industry
- Drone Technology
- Early Years

6 Civic Organisations

The Group operates in two Devolved regions of the UK:

- South Yorkshire Combined Mayoral Authority (SYMCA) - Devolved
- East Midlands Combined County Authority (EMCCA) – Devolved

Within respective Geographic areas the Group operates closely with:

- Rotherham Metropolitan Borough Council (RMBC)

- Bassetlaw District Council (BDC)
- Nottingham City Council (NCC)

The Group also works closely with local branches of Government including:

- Department of Work and Pensions (DWP);
- Jobcentre Plus Centres - Rotherham (Riverside / Chantry House), Mexborough, Worksop, Retford

7 East Midlands Combined County Authority (EMCCA)

The East Midlands is a vibrant and diverse area, with a rich industrial heritage and a modern business base aligned to the government’s industrial strategy priorities.

It is home to thriving cities, and a strong blend of market towns, employment hubs and rural communities. Natural assets, including the Peak District National Park and Sherwood Forest, contribute to both the economy and quality of life. A growing economy continues to drive innovation and opportunity across the region. With a population approaching 2.3 million and a geography covering nearly 5,000 square kilometres, the region offers a unique balance of urban innovation and rural areas. Derby and Nottingham, serve as economic and cultural hubs, while market towns and rural areas play a crucial role in the wider regional economy, place-based regeneration and quality of life. The establishment of EMCCA created from the East Midlands Devolution Deal provided new powers and funding to enable the area to release its potential by delivering inclusive growth.

The EMCCA region has strong foundations in manufacturing, emerging technologies, and education collaboration, but faces challenges in addressing economic inactivity, low productivity, and skills gaps. Targeted investment in upskilling, higher-level qualifications, and support for disadvantaged communities is critical to unlocking the region’s potential.

Some areas of the region have high levels of poverty. Healthy life expectancy is short, with people in Nottingham living on average 15 years less than in other parts of England

13 out of 17 local authority areas are ‘social mobility cold spots’, meaning there are fewer opportunities in education and employment.

In 2019, about 226,600 people in EMCCA lived in the most deprived 10% of areas in England

Productivity is below the UK average, needing a 14.6% increase to close the gap. Public spending per person has been historically low.

Educational attainment varies, with some of the worst-performing areas in England.

Important sectors include advanced manufacturing, engineering, clean energy, logistics, creative and digital, health and pharmaceuticals, health and education, and wholesale and retail trade.

40% of households in temporary accommodation are living in bed and breakfast hotels or hostels. EMCCA is the 5th highest combined authority in regards to total number of households assessed as homeless.

The creation of a new authority provides an opportunity to set out a fresh vision, investment and actions for the future of the region

The development of Heritage Skills is a priority in the region.

Bassetlaw

North Notts College serves the region of Bassetlaw which is bounded by other districts in Nottinghamshire, Derbyshire, South Yorkshire, and North Lincolnshire. Bassetlaw has a history of coal-fired energy production and now focuses on green technologies and advanced manufacturing.

The district is growing its housing supply, with new homes being built, including some modular, low-carbon homes.

Its unique location gives access to the economies of both the East Midlands Region and the SYMCA region. Well-established manufacturing, warehousing and logistics providers are located in Bassetlaw, in addition to multi-national businesses such as Laing O’Rourke, DHL, Cerealto, Brunton Shaw and Trelleborg which all have operations in the district.

Bassetlaw was once a heartland of coal-fired energy production with three power stations within its borders. With the siting of the STEP energy fusion project at West Burton in East Bassetlaw, it will be at the forefront of developing clean energy technologies for net zero Britain. The multi-billion project will provide new opportunities for residents and businesses in research and development, green technologies and advanced manufacturing and engineering.

The vast majority of the working age population in Bassetlaw has at least one qualification (95.2%), with GCSE attainment in Maths and English by age 19 being high at 76%. Just under a third of residents are educated to degree level and above.

EMMCA Adult Skills Fund and the Strategic Skills

Key Priorities:

- Increased productivity for the region through the delivery of high-quality skills provision which enables residents to enter the labour market or secure in-work progression.
- Reduce inequality, promote social mobility and allow people to achieve their potential.
- Work in alignment with other public funding sources to offer coherent routes to upskilling and greater prosperity across the region.

The Adult Skills Fund (ASF) and the Strategic Skills Plan for the East Midlands Combined County Authority (EMCCA) provides a comprehensive framework for addressing the region’s skills needs, focusing on increasing productivity, reducing inequality, and promoting social mobility.

Key highlights include:

Context and Vision: EMCCA aims to create a prosperous, sustainable, and fair region by aligning skills provision with economic needs, supporting disadvantaged communities, and fostering local leadership. The ASF, replacing the Adult Education Budget in 2024, funds skills development for adults, including statutory entitlements (e.g., basic English, Maths, and digital skills) and tailored learning for disadvantaged groups. It also supports initiatives like Free Courses for Jobs and Skills Bootcamps.

Strategic Priorities: The plan prioritises:

- Skills for key sectors (e.g., manufacturing, green technologies, health, and logistics).
- Addressing economic inactivity and unemployment.
- Supporting low-skilled workers and disadvantaged communities.
- Promoting progression pathways and innovative delivery models.

Skills Strengths of the EMCCA Region:

Manufacturing Sector: Manufacturing accounts for 11.8% of all jobs, significantly higher than the national average of 7%. The region has world-leading advanced manufacturing businesses.

Emerging Technologies: The region is at the forefront of nuclear and hydrogen technology development, with projects like the STEP Fusion Plant and East Midlands Hydrogen cluster.

Education and Collaboration: Strong institutional collaboration among eight FE colleges (all rated “good” by Ofsted) and three universities, with robust progression pathways in certain sectors.

Tourism and Hospitality: Natural assets like the Peak District National Park contribute to a vibrant visitor economy.

Infrastructure Projects: Major developments like the East Midlands Freeport and Queens Medical Centre redevelopment are expected to drive demand for construction and technical skills.

Economic Growth Potential: The region aims to add £4 billion to the economy, supported by clean energy, AI, advanced manufacturing, and technology industries.

Job Creation: Plans to create 100,000 new jobs across various sectors.

Housing Development: Delivery of 52,000 new homes to meet housing needs.

Infrastructure Improvements: Upgrades to major roads (e.g., M1), public transport, broadband, and telecoms infrastructure.

Areas for Improvement:

Economic Inactivity: The region has higher economic inactivity (22.9%) than the national average (21.2%), with pronounced inactivity in deprived areas like Ashfield (31%) and Nottingham (30%).

Low Productivity: GVA per filled post is below the national average, and workplace wages are lower than regional and national averages.

Skills Gaps: A significant proportion of the workforce (30%) is qualified only to Level 2 or below, with 7% having no formal qualifications, limiting access to higher-skilled jobs.

Low Higher-Level Qualifications: The proportion of working-age adults qualified to Level 4 or above is lower than the national average, which is concerning given the demand for advanced technical skills in emerging sectors.

Proliferation of Low-Skilled Jobs: Many jobs in sectors like tourism and hospitality are low-wage and low-skilled, contributing to economic inequality.

Connectivity: Better transport options between cities and rural areas to improve accessibility.

Revitalisation of Former Mining Communities: Focus on high street upgrades, local business support, and community-led projects in Heartlands.

Community Involvement: Ensure local communities are central to decision-making processes, particularly in Heartlands.

8 South Yorkshire Mayoral Combined Authority (SYMCA)

South Yorkshire (SY) has two world-class Universities and eight Industry leading Further Education and specialist colleges that are leading the Technical Education and Apprenticeship agenda. The University Centre Rotherham offers high-quality higher education, skills and training that meets the skills needs of the local area.

The Advanced Manufacturing Innovation District (AMID) connects world-class capabilities and research and development assets in materials, clean energy, and advanced wellness.

The Construction sector has the most businesses in SYMCA (over 8,200) and there are several large companies and supply chains which link into this sector.

The SYMCA region helps tackle global health challenges with a strong background in healthcare technology, sport research and healthcare service design and hosts flagship research Institutes for Neuroscience. The health sector has over 4,000 employers in SYMCA and has established a reputation for excellence in the development of innovative healthcare technologies. The Region is host to many world-leading healthcare technology companies. The Region also has several large teaching hospitals, is the location for world leading clinical research and biomedical devices, and has several firms involved in diagnostic and interventional innovations (everything from surgical to artificial intelligence).

Digital technology is changing how education, engineering, and manufacturing operates. There is opportunity for specialist training to support growth in the sector and a thriving network of over 400 companies, incubators and organisations; all of which make up the digital media and technology ecosystem. Over 60% of the UK’s educational technology capacity is in Sheffield, which is home of national and globally significant businesses like The Floow, Sumo Digital, Wandisco, Plusnet, and 3Squared.

The South Yorkshire Institute of Technology (SYIoT) of which RNN Group is a member went live in September 2023 engaging with employers and new learners. Backed by over £12 million in funding from the Department for Education, the establishment of SYIoT in South Yorkshire marks a significant milestone for the region, kite-marking the high-quality, higher-level technical education and training provision in the region.

Rotherham Area

Rotherham is located at the centre of the country, has good access to motorway networks and has a historical manufacturing and engineering base. Meadowhall is one of the largest retail centres in England. Rotherham is a good place to start a business, with strong incubation support and the Town has an ambitious regeneration plan, including plans for an additional Mainline station. Rotherham has a vibrant voluntary and community sector with many hundreds of organisations, large and small, providing vital links with local communities. RNN Group has a Business Centre within the UCR and business start-up opportunities at DVC. Rotherham has an ambitious gateway to the future transport to connectivity plan.

Post 16 provision is very strong in Rotherham, with two colleges and one sixth form college.

SYMCA Skills Strategy

Objective: Support residents to lead resilient and productive lives by improving skills, reducing unemployment, and preparing for future economic opportunities.

Key Missions:

- Move those far from the labour market into work or ready for work:
- Address unemployment and economic inactivity, especially among groups like ethnic minorities, young people with SEND, and those with long-term health conditions.
- Focus on community-based, learner-centred support programs like Working Win and Pathways to Work.
- Raise attainment of core knowledge and skills:
- Improve literacy, numeracy, digital skills, and Level 2 qualifications.
- Target underserved groups and areas with low attainment.

- Prepare residents for shifts in the economy, such as automation and Net Zero transitions.
- Increase the supply of a high-skilled workforce:
- Expand access to Level 3 and above qualifications, including technical education and apprenticeships.
- Align skills training with high-growth sectors like clean energy, health tech, and advanced manufacturing.
- Retain talent in South Yorkshire and attract businesses with a skilled workforce.

Strengths of the SYMCA Skills Strategy

Clear Vision and Alignment with Economic Goals: The strategy is tied to South Yorkshire’s Economic Framework and the Local Skills Improvement Plan (LSIP), ensuring a cohesive approach to regional development.

Inclusive Growth and Progression: There is a clear focus on inclusive growth, aiming to provide opportunities for everyone, especially those furthest from the labour market (e.g., ethnic minorities, care leavers, young people with SEND). This commitment to reducing economic inactivity and supporting progression for all residents is a core priority

Well-Defined Missions: The strategy is structured around three clear missions:

- Moving those furthest from the labour market into work or work readiness
- Raising attainment of core knowledge and skills
- Increasing the supply of a high-skilled workforce

Addressing Key Regional Challenges: The strategy identifies key issues specific to South Yorkshire, such as high economic inactivity rates, low basic skills proficiency, the need for adaptation to technological change and Net Zero, and intra-regional inequalities in skills.

Employer-Centric Approach: The strategy aims to encourage business investment in upskilling, align provision with regional needs, and address acute skills shortages in growth sectors like tech, health, and advanced manufacturing.

Leveraging Devolution: The strategy highlights the opportunity presented by the devolution of the Adult Skills Fund (from August 2025), allowing for greater local control and alignment of skills programs with regional priorities.

Areas for Improvement / Ongoing Challenges

Raising Attainment at Higher Levels: While the strategy aims to increase the supply of a high-skilled workforce and improve Level 3 attainment, there are challenges with Level 4+ qualifications in some areas.

Specific Skills Gaps vs. Broader Sectors: While key sectors like digital, green, health, and advanced manufacturing are highlighted, the ongoing challenge will be to precisely identify and rapidly respond to granular and evolving technical skills needs within these sectors, potentially requiring agile development of new provision.

Simplification and Integration of the System: The strategy acknowledges the current complexity of the skills landscape and aims for a “simple service” and “single portal.” Achieving true integration and simplifying navigation for all users amidst a “myriad of partners, providers and programmes” will be a significant and ongoing logistical challenge.

Talent Retention: While the strategy focuses on developing skills, a common challenge for regions is not just attracting and developing talent but also retaining skilled individuals within the local economy.

SYMCA Challenges

There are significant health inequalities within SYMCA when compared with the UK average. Increased investment is required to create the enabling conditions which will grow productivity and improve lives. With an economic activity rate of 77%, all four local authority areas are below the national average. The area is home to 267,000 economically inactive individuals (23%) ranking the 10th lowest performing area out of 38 LEP areas, with a high incidence of long-term health conditions.

Higher unemployment rates and higher levels of economic inactivity underpin poverty in the SYMCA Region. The rate of young people living in workless households is above the national average.

Employability skills are lacking in many roles and industries across SY. For example, communication, collaboration, problem solving, adaptability and resilience are some of the skills SY employers believe are important for their workforce to be effective today.

The available data and evidence indicate that on most measures of skills demand and supply SY is below the national average. Broadly, these relate to employability, technical, digital, and basic skills. A number of drivers are stimulating demand for technical skills including net zero and digital transformation.

The growth in transport and logistics in SY has created a skills gap which will continue as the industry expands with the growth in internet commerce.

9 Responding to Local/Regional Skills Needs

RNN Group use the SYMCA and EMCCA Local Skills Improvement Plan's (LSIPs) and sector-based insight reports to inform and help shape curriculum planning, working closely with employers and stakeholders.

We build on the strong partnerships with employers and local providers supporting collaboration and continue to deliver the LSIP outcomes which support local/regional training opportunities, skills development and business hubs.

RNN Group annually refreshes the local curriculum strategy in line with the LSIPs priorities by engaging with local stakeholders in order that we can meet priorities as outlined in the Industrial Strategy.

The EMCCA LSIP identified themes that were highlighted as particularly important in Derbyshire and Nottinghamshire:

- Digitalisation
- Net Zero
- Essential and transferable skills (Work Readiness)
- Local Skills System
- Local socio-economic conditions

South Yorkshire's Local Skills Improvement Plan has a focus on digital skills, an area identified as offering significant potential to deliver high economic growth for the region, and in response to the findings of the South Yorkshire Trailblazer Skills Accelerator. The most important current digital skills to South Yorkshire businesses are data skills and general office software skills. The highest share of businesses identify data skills as a current digital skills gap.

RNN Group has developed an innovative and sustainable curriculum and continues to develop curriculum specialisms at each RNN Group College site, that meet national, regional and local needs. The Group has invested in Specialist provision at different sites and has had significant Capital investment.

Dearne Valley College – Animal Care / Land Based / Sport / Outdoor Education / Esports / Electric & Hybrid vehicles technology / Health suites & technology / Drone Technology / commercial provision

Rotherham College – Visual & Performing Arts / Media / Hair & Beauty / Media Make-up / Digital / Games Animation / Construction / STEM / Health & Social Care / Aviation Industries / Early Years

North Notts College – Electrical / Plumbing / Electric & Hybrid Vehicle technology / Digital / Renewable Energy /Esports / Hair and Beauty / Early Years / Health suites

University Centre Rotherham – Teacher Education / Performing Arts / Digital / Higher Level Apprenticeships in Construction and Engineering.

In construction there is an acute shortage of skilled workers across all site trades and in construction management, with a growing requirement for skills in low carbon manufacturing.

Despite examples of world-class teaching facilities and training, the quality of education varies widely across all levels. SYMCA lags the national averages across all levels of formal education for many indicators (e.g., English and Maths, Progress and Attainment).

South Yorkshire is home to 49,000 local businesses, 90% of which are micro businesses (employing fewer than 9 people). It has a lower-than-average business start-up rate.

FE Colleges in the region need an increased supply of industrially competent tutors in key disciplines, such as construction, digital, engineering, and low carbon.

Skills needs analysis is a key part of the Group’s curriculum planning process, ensuring the curriculum has strong synergy with local skills needs, the technical skills needed in industry and the available labour market information.

RNN Group currently has employer academies in all curriculum areas including construction, manufacturing, digital and low carbon through our partners. This ensures the curriculum provides learners with the knowledge and skills that reflect local, regional and national skills needs supporting learners to be successful.

Our excellent facilities and expertise enable us to play an even greater role in developing healthy and connected communities. We improve people’s life chances through the development of curriculum specialisms within our local communities and improve community prosperity.

Senior leaders contribute at advisory boards across both the SYMCA and EMCCA regions to influence policy, collaborate with stakeholders and participate in projects.

The Group recognises that public funds are intended to be used to serve our local communities hence, we commit to providing education and training to support the skills needs of local people. We continue to be an active member of key groups that support economic generation such as the North Notts Business Improvement District (BID) Board, UK Shared Prosperity Fund (UKSPF) Investment Plan for Bassetlaw and for South Yorkshire, Rotherham Town Deal Board, Rotherham Together Partnership and Rotherham Business Growth Board.

We work in partnership with local schools, including specialist schools for students with learning difficulties and disabilities to support successful transition to vocational further education and we are expanding the number and range of employability programmes aimed at those not in work or economically inactive. RNN Group is trailblazing the operational response to NEET priorities with RMBC. We continue to develop our Adult Education and community learning programmes and ensure that the facilities we develop at the Group are accessible to our local communities.

The Group is committed to working with partner organisations, to collectively increase the amount of social value delivered by public sector organisations through a jointly agreed social value charter. The charter sets out the aims and outcomes for public sector organisations to maximise the amount of social value they deliver.

10 Key Stakeholders

The Group has had strategic input to the Local Skills Improvement Plan in the SYMCA region, and has been successful in Bids (SDF) in both the SYMCA and EMCCA regions that support skills development and training.

The Group has successfully secured LSIP aligned investment via the Local Skills Improvement Funds (LSIF) for both the SYMCA and EMCCA regions and is operating as the project lead for the Employment Skills strategic priority aspect of the LSIF for all EMCCA providers. The Group has secured further funding and investment via Higher Technical Qualifications (HTQs) to invest in high quality training in areas aligned to strategic priorities.

The Group has adopted a highly responsive approach to working with local stakeholders. Close integration of sector priorities identified via the regional Local Skills Improvement Plan (LSIP) for the SYMCA region and Local Economic Partnership Strategic Skills Plans for the EMCCA region has influenced responsive and stakeholder focused provision which prepares learners for progression into employment.

For example, as a result of an identified lack of digital skills within the SYMCA region, the Group has a key role in the SYMCA advancing digital project. Group Leaders make strategic input to UK Shared Prosperity Fund bids in both SYMCA and EMCCA, influencing and shaping priorities.

The Group supports the communities it serves well by providing access to opportunities, facilities, resources and expertise, offering local employers, charities and civic organisations access to resources and facilities at the same time as offering learners the opportunity to access volunteering opportunities and job vacancies.

11 Engagement with Other Providers in the Area

Learning Providers

The Group works in close collaboration & partnership with:

- South Yorkshire College Partnership (SYCP)
- South Yorkshire Provider Network (SYPN)
- Derbyshire & Nottinghamshire College Group (NCG)
- Local schools
- Local IAG services (e.g., QDOS Careers Hub)
- Yorkshire & Humber region

Very strong partnerships exist between Further Education Colleges in both the SYMCA area through the South Yorkshire College Partnership (SYCP) and in the EMCCA region. Strong partnership arrangements are in place with three Higher Education Institutions - Sheffield Hallam University, University of Hull and the University of Huddersfield.

RNN Group is a member of both the South Yorkshire UK Shared Prosperity Fund Advisory Group, and the Bassetlaw UK Shared Prosperity Fund Advisory Group, which direct the UKSPF investment required on improving communities and place, people and skills and supporting local business. Collectively, both groups have shared ambitions to address challenges and opportunities in the regions.

12 Contribution to National, Regional and Local priorities

	Aims and Objectives	Contribution towards National, Regional and Local Priorities for Learning and Skills	Objective	Link to RNN Group Strategic Plan 2025 - 2030
1	Develop a Digital Skills Passport to bridge the gap between education and the skills employers need.	We will effectively address the digital skills gap and empower students with the competencies needed to succeed in the modern workforce. With a digital skills passport in place, learners would prioritise acquiring digital skills that are directly relevant to their career aspirations and the needs of the job market. This would help develop practical, job-ready skills such as coding, data analysis, digital marketing, AI and cybersecurity. The passport framework would enable learners to identify their strengths and weaknesses in digital skills and tailor their learning pathways accordingly. By aligning the curriculum with the skills outlined in the digital skills passport, RNN Group can better meet the demands of employers and the rapidly changing digital landscape. This alignment supports learners to develop the skills and competencies sought after by industry, enhancing their employability and career prospects. Employers can proactively engage to shape the curriculum and learning experiences that align with the skills needed in the workforce, fostering a talent pipeline of learners who are ready to contribute to the organisation upon hiring. We will continue to support staff and student digital skills, bridging the gap between staff knowledge and students, broadening staff awareness so that staff can put this into their teaching with the students. Power skills are already rewarded through competency certificates in pilot areas which will be rolled out further incorporated into a Digital Passport.	By July 31, 2026, RNN Group will have fully developed and piloted its Digital Skills Passport programme across Levels 1-3.	Innovation and Growth: Digital Transformation for Enhanced Learning and Efficiency We will embrace digital technologies to enhance both teaching and learning experiences, as well as streamline administrative processes. This includes investing in digital infrastructure and developing staff digital skills, and enhancing online and blended learning opportunities.

2	Supporting Skills for Green Jobs	Supporting skills development for green jobs will lead to a shift in priorities for learning and skills for both learners and employers, with a greater emphasis on sustainability, innovation, and understanding of environmental issues. This helps to address the challenges of climate change and contribute to a more sustainable and resilient future. Learners will develop a greater interest in sustainability and environmental issues as they become aware of the growing importance of green jobs, leading to a shift in priorities towards acquiring skills that contribute to environmental conservation and sustainable development. Employers in green industries may experience an increased demand for people with specialised green skills. We will develop a Green toolkit / Passport across all provision.	By July 31, 2026, the RNN Group will increase the number of unique learners enrolled in dedicated 'Green Skills Passport (Levels 2-4) directly contributing to the regional green economy.	Innovation and Growth: Green Skills and Sustainable Development We will promote and embed sustainable development across the college group. This involves actively developing skills for green jobs, collaborating with stakeholders on a comprehensive sustainability and carbon reduction strategy, working towards achieving net-zero and biodiverse campuses, and developing and implementing a comprehensive Sustainability Strategy
3	Develop Learners employability skills and work readiness	Leads to a shift in priorities for learning and skills, with a greater emphasis on practical, transferable skills that prepare individuals for success in a competitive job market. Learners will gain practical skills that are directly applicable to the workplace, such as communication, teamwork, problem-solving, time management, and adaptability. These skills are essential for success in any job and are highly valued by employers. Soft skills, such as emotional intelligence, empathy, leadership, and resilience, are increasingly recognised as critical for success in the workplace. Learners will be able to focus on developing these soft skills, such as volunteer work, community service projects, and leadership roles in student organisations within their curriculum programme.	By July 31, 2026, RNN Group will demonstrably enhance the employability and work readiness of its learners and progressing into sustained employment	Skills and Learning: Future-Focused Skills Development and Progression We will prioritise equipping both young people and adults with the specific skills demanded by future careers. This includes providing excellent teaching and learning opportunities with a clear emphasis on skills development and well-defined progression pathways.
4	Responding to the Lifelong Learning Entitlement (LLE) & Flexible Learning	The Lifelong Learning Entitlement (LLE) is set to launch from January 2027, with applications opening in September 2026. This is a fundamental shift in how post-18 education is funded and delivered, presenting both opportunities and challenges. A key innovation is the ability to fund individual modules or shorter courses (minimum 30 credits) at Level 4-6, in addition to full qualifications. This allows learners to acquire specific skills or "upskill" without committing to a full degree. RNN Group will adapt our course offerings to provide more modular, credit-based learning options at Levels 4-6.	By July 31, 2026, RNN group will have developed and launched LLE-ready Level 4-6 modular courses, engaging a pilot cohort of unique learner in these new flexible pathways.	Skills and Learning: Demand-Driven Curriculum and Employer Partnerships We will develop and deliver new, market-ready courses that are directly aligned with local skills priorities. We will grow strong employer relationships to co-design and deliver the curriculum, ensuring provision meets current and future needs. This also includes the continued development and implementation of T level programmes and development of Lifelong Learning and Flexible Learning programmes.

5	Supporting Young People and Adults who are not in Education Employment or Training	Supporting young people and Adults who are NEET with an emphasis on personalised support, employability skills development, and initiatives that facilitate the successful transition into education, training, and employment provides people with access to alternative pathways for learning and skills development outside of traditional education. As many NEET young people and adults may lack essential skills in areas such as literacy, numeracy, communication, and digital literacy, support will focus on the development of these basic skills as foundational building blocks for further learning and employment opportunities. RNN Group will work with employers to support young people and adults who are NEET, prioritising training programmes and initiatives that address skills shortages in specific industries or sectors. The Curriculum has been revised for September 2025 with the introduction of a new 3 year plan.	By July 31, 2026, RNN Group will increase the number of unique young people and adults (aged 16+) who are NEET, engaged in dedicated pre-entry or short-course provision.	Skills and Learning: Inclusive and Supportive Learning Environments We will create vibrant and inclusive spaces that are welcoming and offer supportive learning environments for all students. This also includes building a 3-year curriculum plan that specifically supports SEND, vulnerable learners and those at risk of becoming NEET, addressing the challenges of core skills programmes in English and Maths, and enhancing partnerships with external support agencies to address mental health challenges. We will offer a guaranteed appropriate offer of an enrolment for all Care experienced children and young people in the local area
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13 Local needs Duty

In response to The Skills Act (2022), the Board of Governors reviews how we meet local skills needs and prepares for future skills needs through strategic planning events, oversight of the curriculum offer, the Group Self-Assessment as well as challenge, and discussion with employers and leaders of the college.

The Board has approved the capital investment from the Post 16 development fund, T Level funding and HTQ funding amongst others. These all support the delivery of the Group Estates Strategy relating to new build projects, learning facilities and resources that ensure the college is equipped to meet skills and growth needs.

We continue to collaborate with key local education partners in the regions we serve and collaborate on projects, bids and initiatives that promote and fund skills priorities across our local areas, examples include UKAEA collaborative bidding, low carbon initiatives and LSIP funded projects. We continue to analyse the combined skills offer across the regions with Further Education partners, share best practice, resources and skills, and our collaborative approach strengthens our relationships within our community of practice.

Collaborative working is a core feature of the way South Yorkshire Further Education Colleges operate across South Yorkshire. The desire for closer partnership working was clearly evidenced by the launch of a formal South Yorkshire College Partnership (SYCP) in 2022 and this now forms the basis for considering the way Colleges access and implement new curriculum and funding opportunities and how we secure the right offer for businesses and residents in the SY community.

Collaboration partners

FE Colleges in the Partnership include RNN Group, Barnsley College, Doncaster College (part of DN Colleges Group), Communication Specialist College Doncaster, Northern College and The Sheffield College.

The Partnership also includes The University of Sheffield AMRC Training Centre. This Partnership forms the basis for wider collaboration and strategic dialogue with stakeholders across the region including Sheffield Hallam University and the South Yorkshire Provider Network on behalf of Independent Training Providers. Individual members also bring to the partnership experience of their own collaboration e.g., DNCG with Universities of Lincoln and Hull.

A similar partnership exists in the EMCCA region with partner Colleges along with an operational group attended by DCEOs. FE Colleges in the Partnership include RNN Group, Chesterfield College Group, West Notts College, Derby College, Nottingham College, Lincoln College Group (Newark) and Burton College & South Derbyshire College

Collaboration projects

Specific examples of how the collaboration has worked together to review skills needs across the region and develop approaches include:

Institute of Technology:

SYCP has continued to work collaboratively with Sheffield Hallam University and leading employers on the development of the South Yorkshire Institute of Technology (IoT). This includes reviewing the region's skills needs and the curriculum offer required.

Higher Technical Qualifications

Development of Higher Technical Qualifications in South Yorkshire is underpinned by a formal Partnership Agreement between the SYCP and Sheffield Hallam University. The Agreement recognises the skills and expertise of respective members of the partnership and that alignment of activity is critically important in shaping the region's curriculum offer and ensuring it supports the IoT. Two rounds of HTQ delivery funding have been secured under the terms of the Agreement.

T levels

Partners across the South Yorkshire region have collaborated to build a network of immersive and connected classrooms. This has provided a catalyst for wider collaboration around digital learning technologies including AI.

Apprenticeship Hub

SYCP has supported SYMCA in launching South Yorkshire's first Apprenticeship Hub. Colleges have secured funding and approval for the Hub that will address as a priority the significant drop in take up of apprenticeships by younger people, as well as taking steps to address barriers to successful completion.

RNN Group supports communities in areas of high deprivation and plays a crucial role in providing accessible education and vocational training to individuals who might otherwise lack these opportunities. The Group offers a wide range of courses, from basic literacy and numeracy to advanced technical and professional qualifications, tailored to meet the needs of the local population.

We work closely with local businesses, community groups, and local organisations to ensure programmes are relevant and can lead to real job opportunities as well as providing essential support services, including careers advice and personal development workshops to help students overcome barriers to education. With a focus on inclusivity and practical skills, RNN Group enhances individual prospects and contributes to the economic and social regeneration of our communities.

RNN Group is committed to complying with our duty to review provision in relation to local needs, in response to the Skills and Post-16 Education Act 2022.

14 Reference to Relevant Supporting Documentation

RNN Group Ofsted Inspection Report

RNN Group Strategic Plan 2025-2030

15 RNN Corporation sign off

On behalf of the RNN Group corporation, it is hereby confirmed that the plan as set out above reflects an agreed statement of purpose, aims and objectives as approved by the corporation at their meeting on 25 June 2025. The plan will be published on the Group website within three months of the start of the new academic year and can be accessed from the following link:

Annual Accountability Statement 2025/2026 Academic Year

Chair of Governors
Paul Lomas



Date: 25/06/2025

Principal/Chief Executive and Accounting Officer
Jason Austin



Date: 25/06/2025

**Annual
Accountability
Statement**
2025/2026

