

## **Peer Review of Highlands College, Jersey 2023**

### **Context**

Highlands College is the island of Jersey's General, Further and Higher Education College. It is a nonselective post-16 general and technical education institution maintained by the Government of Jersey, Children, Young People and Skills Department (CYPES). The college curriculum resembles that of an English GFE college, but the island of Jersey is a Crown Dependency, which means it sits outside the jurisdiction of the Department of Education for England, the Employment and Skills Funding Agency, England, and Ofsted (the Office for Standards in Education, England). Unlike colleges in England, Highlands College is not incorporated nor is it subject to a free market for recruitment purposes since the population of Jersey is a closed and controlled community.

### **The key objectives of the college are:**

- 1: Learning and Innovation - Empowering staff and students to have fulfilling lives, being creative and adaptive, always aiming for excellence.
- 2: Putting the Community First - Making a major contribution to the economy and islanders' wellbeing, celebrating our diversity and engaging with the world.
- 3: Financial Sustainability and New Campus – Developing a secure funding model for the important work that we do and delivering learning in a modern, fit for purpose building which supports efficiency and inspires creativity.

The 2021/22 SAR represents year three of the four-year strategic plan (2020/24). As the college moves into development of its new strategic plan a need existed to reflect on ambitions, strengths, areas for improvement and how the College draws in best practice from elsewhere.

The college has been working on functional quality framework since the last review and continues to develop a detailed self-assessment report annually set against said framework covering:

- Quality of Education
- Student Entitlement, Support and Inclusivity
- Apprenticeships, Planning and Skills Development
- Finance, Resources and Operations
- Performance against Strategic Objectives

The self-assessment report has then been written by senior leaders and reviewed by a panel of external representatives from the Highlands College Governing Body, industry, the third sector and CYPES. The final grades contained with the SAR for 2021/22 have been arrived at through a rigorous process of professional debate.

## **The Review Purpose**

The framework is an established approach for Highlands College and works alongside our strategic plan, senior colleagues conducting the peer review are asked to review our current direction and contribute to our future planning by supporting colleagues at Highlands to answer the following key question:

- **What are the next steps for Highlands College?**

The peer review will provide staff with an opportunity to work with critical friends who operate in similar contexts, not to mention learning from and sharing best practice. This approach will provide the College confidence in its self-assessment, operational objectives and identify any potential blind spots.

## **The Review Process**

For the review, the Highlands College Self-assessment Report for 2021/22 was provided to the review team along with the accompanying Self-assessment Framework and Strategic Plan 2020 - 2024.

Over the course of week commencing Monday 20 March, a series of face-to-face meetings took place with college managers, lecturing staff, support staff and students, in addition to learning walks that provided opportunities to speak with students during classes.

Meetings were conducted in the spirit of sharing practice, with conversation being two-way and offering opportunities for the Highlands Management Team to benefit from external colleagues' considerable experience.

A discussion on findings took place at the close of each day with a summative meeting taking place on the final day of the review. Reviewers were asked to simply identify:

**What works well (WWW)**

**Consider this (CT)**

## **The External Review Team**

### **Lead Reviewer**

**Jo Pretty - FE Adviser, FE Commissioner's office at Department for Education**



Jo is an accomplished further and higher education leader with a broad experience in education and training spanning 24 years. She has a focus on shaping a strategic vision, with a proven track record of leading diverse organisations. In September 2021, Jo was appointed as an FE adviser, by the Department for Education within the FE Commissioner's office.

Jo's previous roles include, Principal of the University College, Isle of Man (UCM), and Principal and CEO of Lowestoft College, Suffolk. She has also held positions in governance and on various higher education and skills boards.

### **University College Isle of Man**

**Jesamine Kelly - Principal, University College Isle of Man**



Jesamine was appointed as Principal of University College Isle of Man November 2021. Prior to this Jesamine was Assistant Principal at Southport College where she began her career there in September 2008 as an Associate Lecturer in Art and Design. Jesamine has been a Director and finally Assistant Principal at the college. In her role as Assistant Principal within Southport she was responsible for quality and performance and key aspects of the role included overseeing MIS, quality systems and compliance.

**Pamela Berry - Head of Learning Development and Partnerships, University college Isle of Man**



Pamela joined the University College Isle of Man in October 2020 as Head of Learning Development and Partnerships. She leads on a number of aspects at the college, including teaching and learning, staff development and marketing. Pamela comes from an HR/Training background, originally working in the private tech sector. Pamela has also led on the college's learning company, digital transformation work/online learning, prison education and employer engagement.

**Rom Kesa – Head of Internal Operations, University College Isle of Man**



Rom joined University College Isle of Man August 2020 as Head of Internal Operations, prior to this role Rom has held several positions within the hospitality sector including General Manager Mannin Hotel. Rom has also been a member of the Chamber of Commerce as Chair of the Visitor Economy Committee.

**Geoff Chatwood – Vice Principal – University College Isle of Man**



Geoff Chatwood is Vice Principal of University College Isle of Man. Geoff has experience of managing Estates, college IT systems and exams. Geoff was a previous Curriculum Manager for construction and has a lot of experience and knowledge running apprenticeships.

#### **Karen Davies – Head of Wellbeing Faculty – University College Isle of Man**



Karen is Head of the Wellbeing Faculty at University College Isle of Man. Karen has a wealth of experience within Teaching, Learning and Assessment and quality. She has taught and co-ordinated Health and Social Care courses at all levels including Higher Education.

#### **Guernsey College of Further Education**

#### **Jeff Stuart - Director of Student Support Services**



Jeff joined Guernsey College of Further Education in August 2005 as Lecturer in Sport and Fitness. Progressing into Programme Leader and subsequently Assistant Principal roles, Jeff has been a member of the College's CLT since 2012 leading on safeguarding, high needs, student support, personal development, educational visit coordination, tutorial, CEIAG provision and wellbeing in his role as Director of Student Support.

#### **Martine Ellis - Professional Development and Scholarly Activity Manager**



Martine joined Guernsey College of Further Education April 2009, Martine is a Chartered Teacher with Advanced Teacher Status and a Fellow of the Society of Education and Training. An experienced coach and mentor, Martine supports colleagues at all levels with their professional learning and quality improvement. Martine also writes for various professional publications on topics such as professional learning, quality improvement and wellbeing-driven productivity.

### **Dan Hunter - Programme Leader for Digital and Computing**



Dan joined Guernsey College of Further Education in September 2013 as Lecturer and Curriculum Lead. In August 2020 Dan was appointed Programme Leader of Computing, Management and Office Administration, where he delivers learning to a post 16 audience and commercial clients. Dan has over twenty years of worldwide experience in the technology industry in roles such as Business Analyst, Web Development, IT Training Officer, and IT Support.