



LONDON &  
SOUTH EAST  
EDUCATION  
**GROUP**

ANNUAL  
REVIEW

**2022**

**2023**





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# Welcome from the Chair ➤➤

Once again, I am delighted to be able to express my gratitude and thanks to colleagues across London and South East Education Group, who have been instrumental in our successful journey over the past year.

The global political landscape has been marked this year by unprecedented challenges and changes – including the exponential rise in the cost of living. All our communities have been affected by this, but the continued success of our college and schools is absolute testament to the commitment, drive and dedication of our leaders and our staff.

Operating as a social enterprise, we have continued to focus on driving social and economic mobility across the region. Key to achieving this is to ensure people from all backgrounds have access to high quality education and pathways to great careers – which is very much our ambition.

This Annual Review highlights the work done across our Group this academic year and reflects on the many successes we have seen. Collaboration has been a key focus, working closely with employers, colleges and local authorities to ensure the very best opportunities are available for our current and future students.

Under the leadership of CEO, Dr Sam Parrett and her team, London & South East Education Group has grown, developed and strengthened over the past year. Our organisation is deep-rooted in its communities and I am extremely proud of everything that leaders, staff and students have achieved.

Thank you, once again, for your ongoing support. I look forward to working with you as the Group continues its exciting journey – including the launch of our new charity, the LASER Foundation. This will help us to further enhance the lives, through the power of learning.

**Stephen Howlett CBE DL**  
**Chair, London & South East Education Group**



# Introduction and welcome from Group Principal and CEO >>

I am delighted and proud as I look back on a year full of hard work, success and achievement.

The incredible resilience demonstrated by leaders, staff and students has ensured that despite the many challenges that our communities have faced this year, there is still so much to celebrate.

Our Group's aim is to change lives by providing high quality education. We know that equipping people with the skills and knowledge they need to achieve their career goals supports social and economic mobility. But we know that we can't do this alone. Genuine partnerships with employers, local authorities and other stakeholders are required – and such collaboration is something our organisation has been very focused on this year.

We have led innovative partnerships with other colleges; working together to identify skills gaps and solutions, securing great jobs for people and ensuring employers have a pipeline of talent. This includes us leading the Local London Green Skills and Jobs Partnership - comprising 12 colleges, 11 LAs and many employers.

This collaboration is on a level not seen before and is directly addressing industry need in the growing digital and green sectors – full details of which are included in this review.

Over the past year, we have secured over £7m of additional income via grants and other funding opportunities across the Group. This includes investment for major capital projects, greatly enhancing our facilities for current and future students.

Our focus on social action and operating as a social enterprise has continued, with our Group generating almost £40m in social value this year. This remains a key priority for us, as an anchor institution in the region, rooted deeply in our communities.

The sector's Good for Me Good for FE campaign, led by LSEC, has also gained momentum. This has reflected the huge amount of volunteering and fundraising activity that is carried by colleges across the country; generating community wealth and improving lives. We are looking forward to hosting the inaugural GfMGfFE awards at the end of 2023, to further celebrate the amazing people in the sector who do so much to support others.

I am proud of the work our own college has done to drive this initiative. With this focus on community action, the development of our Group's Charitable Foundation – the LASER Foundation – is being progressed. This will further enhance the positive impact we can have on people's lives through fundraising and philanthropy, built on a strong foundation of research and development.

Our multi-academy trust has also gone from strength to strength, with the appointment of our new Chair, Rama Venchard MBE. Our school network has grown to nine, with our first school in Lambeth, Heron Academy, having joined us in February and undergoing substantial improvement in this time.

Seven of our schools have been inspected in the past 18 months – with each one achieving a Good rating, and many including outstanding features. This is testament to the dedication and commitment of leaders and staff to their pupils, every single day.

Further expansion is planned for the Trust in the coming year. This will secure further high quality and sustainable education for children, young people and their families across the region.

Our outstanding Nido Volans centre also took over a failing 19–24 provision in Lambeth and has made rapid improvements, just as Heron Academy has. This has ensured that vulnerable young adults in the Borough have access to high quality care and support, which is much needed. I am hugely grateful to the staff teams who have worked so hard to make this happen.

We have also made fantastic progress on our EDI strategy, embedding it into every level of our organisation. Our success was recognised externally with a WorldSkills EDI Heroes award this year. This celebrated our 10-year EDI grants programme, which is funding new initiatives that are designed, developed and implemented by staff and students.

I am extremely proud of the incredible work that has gone on across all parts of our Group over the past 12 months. We know that learning has the power to change lives at all stages. Our uniquely inclusive approach and relentless focus on supporting people from all backgrounds is having a truly tangible impact.

In the current context of increased living costs and financial hardship, our mission to change lives through the power of education has never been more important. We will continue to celebrate and share this success, proud of the exceptional achievements our staff and students make.

We have an exciting year ahead, which will include the launch of our new five-year Group Strategy and our new charitable foundation. This is a crucial time for education and skills provision in our region and we remain committed to supporting people of all ages with their life and career ambitions.

We look forward to continuing to work with a wide range of partners, knowing that this will greatly increase the positive impact we are able to have within our communities.

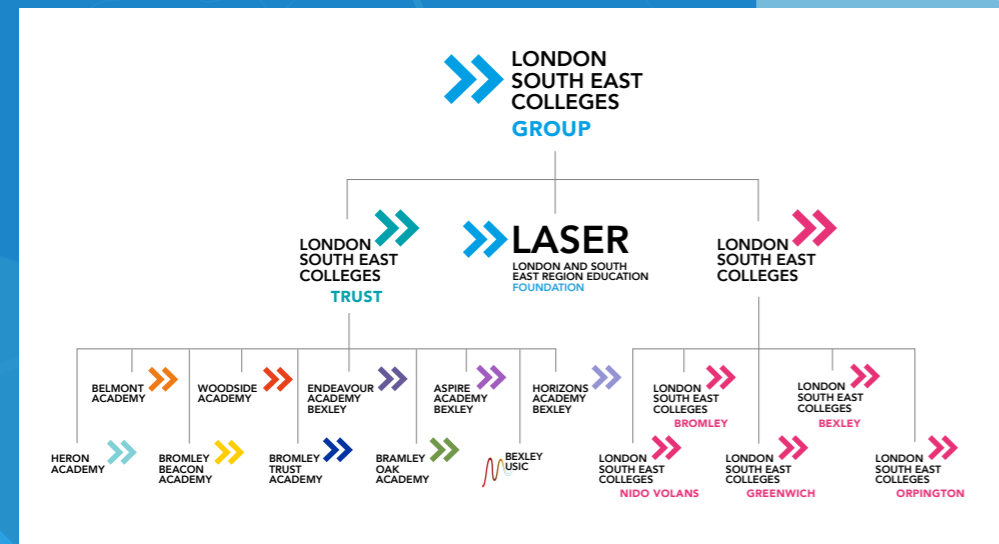
And finally, thank you to all our valued stakeholders – including our trustees, governors, local authorities, councillors, MPs, parents and employers. Without you, we wouldn't be able to achieve what we do.

With kindest regards,  
**Dr Sam Parrett CBE**



Section 1

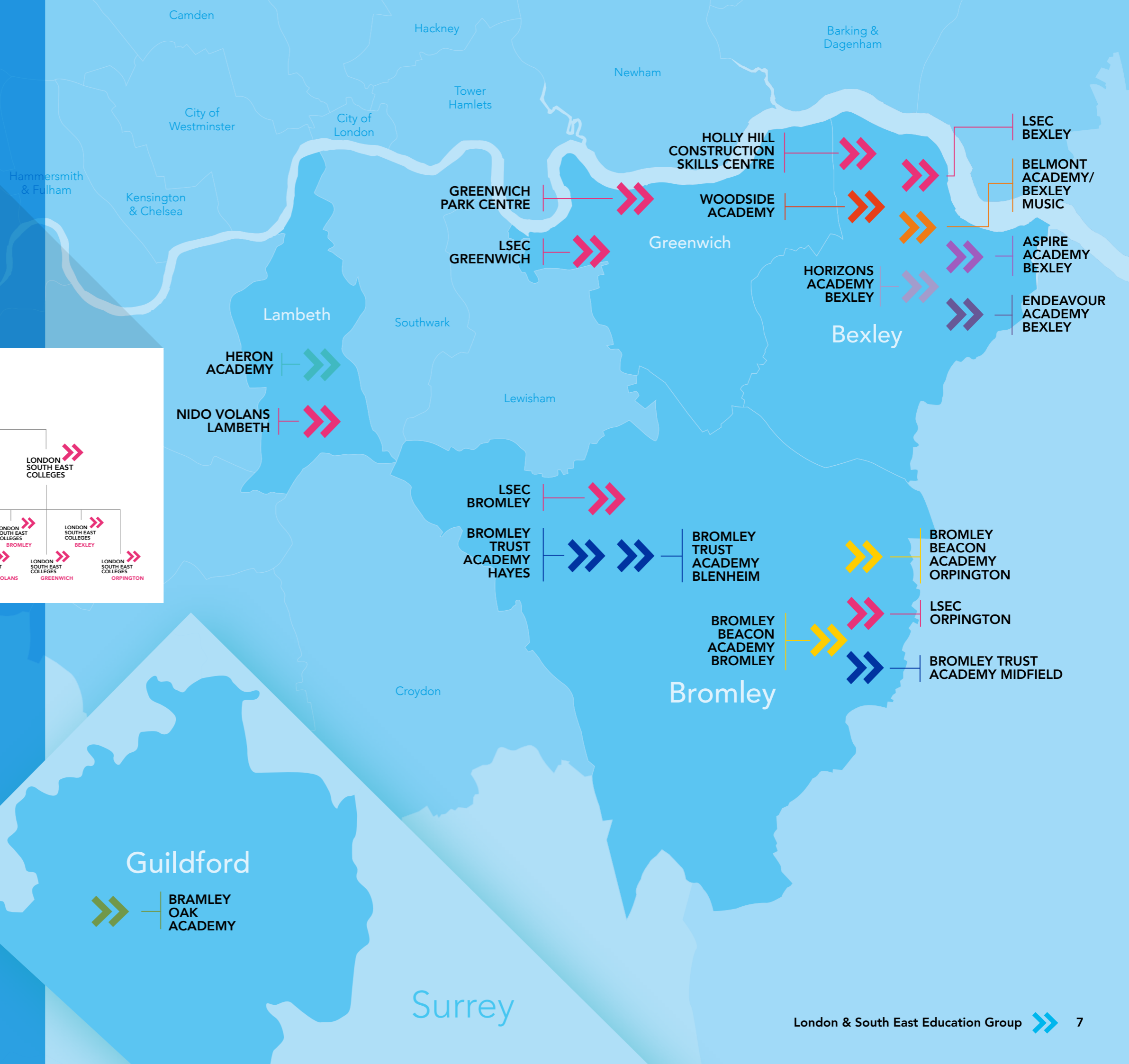
# London & South East Education Group



In **2022/23** we employed **over 1,400** staff and educated **12,000** learners.

The college and schools in our Trust represent a diverse area, stretching across South London, East Surrey and North-West Kent.

We have **9** schools over **12** sites and **7** college campuses across the boroughs of Bexley, Bromley, Greenwich, Lambeth and Guildford in Surrey.



**LONDON SOUTH EAST COLLEGES GROUP**

**Group Executive**

Dr Sam Parrett CBE ..... Group Principal & CEO  
 John Hunt..... Group Chief Finance Officer & Deputy Group CEO  
 Jennifer Pharo ..... Group Chief Governance & Administration Officer  
 Janet Curtis-Broni ..... Group Chief People Officer  
 Louise Wolsey ..... Group Chief Strategy Officer & Deputy CEO LASER Education Foundation  
 Neil Miller..... LSEAT Deputy CEO Academies  
 Asfa Sohail..... LSEC Executive Principal & Chief Learning Officer

**Group and College Leaders**

Neil Coates ..... College Principal Enterprise & Employment (Greenwich and Bexley)  
 Fadia Clarke... Deputy Principal Quality & Innovation  
 Beth Moore ... Deputy Principal Student Experience and Group Safeguarding  
 Rhona Sapsford..... Assistant Principal High Needs and Foundation Learning  
 Edward Avenall ..... Group IT Director  
 Andy Simpson ..... Group Estates Director  
 Jane Webb ..... Director of MIS  
 Kofo Ladele..... Group Finance Director  
 Emmet Giltrap..... Group Director of Marketing, Communications, Creativity and Public Affairs

**LONDON SOUTH EAST COLLEGES**

David Eastgate .....Chair  
 Louise Nadal ..... Vice Chair  
 Dr Sam Parrett CBE ..... Governor  
 Jane Hobson ..... Governor  
 Mark Trinick..... Governor  
 Lucie Allen ..... Governor  
 Ayorinde John..... Governor  
 Chinyama Okunuga..... Governor  
 David Bailey ..... Governor  
 Joanne Bell..... Governor  
 Lucy Butler ..... Governor  
 Angela Hands..... Governor  
 Vince Fihosy ..... Governor  
 Darren Kirwin ..... Governor  
 Tony Gilbey ..... Governor  
 Sarah Lewis ..... Governor  
 Kate Shiner ..... Governor  
 Mark Burnett..... Governor  
 George Ryan ..... Governor  
 Teresa Langford ..... CoStaff Governor  
 Maz Potts ..... CoStaff Governor  
 Monesse Lambert ..... Student Governor  
 Ruby Davis..... Student Governor  
 Jenny Pharo ..... Group Chief Governance Officer  
 Clerk to the Corporation

**LONDON SOUTH EAST COLLEGES TRUST**

**Trust Members**

Stephen Howlett CBE DL  
 Mark Burnett (until 1 September 2023)  
 Angela Hands  
 Marek Michalski  
 Jacky Tiotto  
 Rama Venchard, MBE (from 1 September 2023)

**Trustees**

Christine Whatford CBE.....Chair (until July 2023)  
 Rama Venchard MBE.....Chair (from September 2023)  
 Denise James-Mason..... Vice Chair  
 Dr Sam Parrett CBE.....Trustee  
 David Bailey .....Trustee  
 Charles Yates .....Trustee  
 Dr Christopher Philpott.....Trustee  
 Dr Sebastien Chapleau.....Trustee  
 Prof Lynn Revell .....Trustee  
 Nick Linford .....Trustee  
 Errol Ince.....Co-opted Trustee  
 Marek Michalski .....Trustee  
 Sunil Chotai.....Trustee  
 Danny Kwalombota .....Co-opted Trustee  
 Sarah Servantes .....Trustee  
 Beverley Eaglesfield .....Trustee  
 Jennifer Pharo..... Company Secretary

During the 2022–23 academic year, we dissolved our Group Board in preparation for the launch of our new Charitable Foundation.

The LASER Education Foundation will launch in 2024 to support the work of London South East Colleges and London South East Academies Trust.

LASER will draw on innovative and proven approaches to improve people’s lives, across London and the South East. It will cover further and higher education, schools and trusts, and the voluntary sector.

The Foundation will be headed up by CEO Sam Parrett and its board led by our former Group Chair, Stephen Howlett CBE DL. It will be supported by our dedicated trustees who are passionate about the difference we want to make.

We are developing long-term and sustainable relationships with other charitable foundations, philanthropists, donors, sponsors and corporate partners. By working with like-minded partners who share our vision and mission, we are confident in our quest to deliver real impact to our communities.

**LASER**  
 LONDON AND SOUTH EAST REGION EDUCATION FOUNDATION

In our Strategic Plan for 2019–23, we set out a new approach for our organisation. This brought together our multi-campus College (London South East Colleges) and our nine school Multi-Academy Trust (London South East Academies Trust) into the London & South East Education Group.

Taking an innovative approach, we positioned the Group as a social enterprise. The rationale for this was to bring greater benefits to our learners and the communities in which they live and work.

We have been using Social Value as one of the measures of our impact beyond our core educational measures. This year our education group has generated almost £40m of social value, independently verified by the Social Value Portal using the TOMs framework.

This provides a valuable reflection of the contribution we make in our region, beyond just delivering qualifications. But we want to go further with this social impact mission – so are developing our new charity; the London and South East Region Education Foundation (LASER).

### Volunteers' Week 2023: supporting our communities

Staff and students at London South East Colleges supported Volunteers' Week in June 2023, joining colleges and other organisations around the country to celebrate the fantastic contribution that volunteers make to their local communities.

Activities included opening up the college restaurant to the community for 'Warm Wednesday' lunches, to foodbank donations, collections and fundraising events. Staff and students have organised events to support many charities including Greenwich Foodbanks, YCL, RNIB, Children in Need, Macmillan, Turkey-Syria Earthquake appeal (via Greenwich Islamic Centre) and Ukrainian Refugees (via Greenwich ESOL).

Paula Ribeiro, a student at the College's Greenwich Campus started volunteering at the charity Home Start last year. Supporting local, vulnerable families, the charity aims to give every child a better start in life – and Paula has gained a great deal from her experience. She was also presented with a special award at the House of Lords last week to celebrate her success. Paula says:

"The training provided by Home Start was amazing and it immediately became my passion. Supporting families and helping people develop a better future was what I really wanted to do – so I enrolled on a Health and Social Care course at LSEC to give me more knowledge and a better understanding of the sector.

"As a result of my volunteering and my studies, I've now secured a full-time job at Home Start which is amazing. I could not be happier."

The Good for Me Good for FE campaign has been central to our social action ambitions.

Leading this initiative on behalf of the sector, we have been joined by almost two thirds of FE colleges. The result of this collective support has been another amazing year – we have generated a further £2.2m of social value nationally, taking the campaign's total to over £4m.

Through this initiative, we have continued to build on our Group's commitment to generate social value and to reflect the huge contribution that college make to their communities.

### This year's success in numbers.

**£2.2m** social value generated

**72,000** hours volunteering

**123,000** food items donated

**£140,000** of fundraising

**140** colleges engaged with campaign

**Over 80** individual charities have been involved or benefited on a local or national level

The programme has been supported through partnership funding from the national awarding body NCFE – which has provided over £50,000 to sustain the campaign this year. Founding partner colleges, Loughborough and East Coast, have also provided grants to ensure the campaign can continue to have positive impact across the country.



### LSEC volunteering case study – Karen Oliver



Karen has been the driver behind the college's annual Christmas Hamper drive – inspiring students and staff alike to get involved and support others.

When the Good for Me Good for FE campaign first launched, Karen got behind it straight away. She used her connections to local foodbanks, as well as her wonderful relationship with people at college to really bring the initiative to life. Karen launched the college's now annual Christmas foodbank drive, with over 1300 items being collected last year and turned into 60 beautiful hampers for the local community.

Karen has endless energy and commitment when it comes to helping others. Her infectious passion gets everyone involved – both staff and students – and she is always arranging some type of fundraising or volunteering activity.

A wonderful role model, Karen makes a genuine difference to people's lives – reflecting the wider sector's commitment to social action and supporting its communities.

[www.goodformegoodforfe.co.uk](http://www.goodformegoodforfe.co.uk)

## Strategic Development – External Funding >>

We have successfully secured several significant external funding applications this year, which have added value to and enhanced the student experience.

A primary focus has been to invest in the teaching and learning environment, as well as CPD for teachers to improve and develop their classroom practice.

In total, more than £12m in external funding has been secured during 2022–23 from a range of sources including the GLA, DfE, and partners.

**Successful bid outcomes have come through the following projects:**

Project	Funder	Amount
AoC JP Morgan – Green Skills	AoC	£150,000
Strategic Development Fund Pilot	DfE	£2.461m (£450k for LSEC)
Local London Green and Digital Mayoral Academy	GLA	£237,000
GoodforMeGoodforFE	NCFE and Founding Colleges	£75,900
ETF SEND Employer Spoke	ETF	£20,000
HTE Injection Fund	DfE	£90,909
Post 16 Capacity Fund	DfE	£3.991m
Future Greenwich Additional Funding	GLA	£4.1m
T Level	DfE	£1.6m
FE Capital Transformation Fund	DfE	£1.3m

**Additional income secured for our Trust includes:**

- A £20,000 grant from the Foyle Foundation to upgrade two of our Trust schools' libraries
- Children's University membership for all our Trust primary schools, funded by the Cory Group



## Highlights include

### Future Greenwich Campus

The £37 million Future Greenwich Project will ensure that the new purpose-built campus will be future-proofed to meet the skills demands of employers and the communities it serves. Working in partnership with the Royal Borough of Greenwich and Digital Greenwich, the new campus will take advantage of modern digital pedagogy such as virtual and augmented reality, to create a far more efficient and effective learning environment.

Working alongside L&Q, the capital project will create a new living space with almost 300 new homes, 52% of which will be affordable. Not only will the new campus provide new education opportunities for thousands of Londoners, but the project will also be a vital community asset as well with a new green community space and homes.

This hybrid project co-developed between the education sector and a housing association was shortlisted as highly commended in the 2022 National Social Value Awards for Best Public Sector Project.

### Bromley Campus Redevelopment

Following the successful FE Capital Transformation Fund bid, the ambitious part campus redevelopment is enabling us to focus on the high-value, higher-level courses that employers need to meet technical skills gaps. The facilities include flexible teaching and collaboration spaces for students to learn in and out of the classroom.

### T-Level Capital Fund

In summer 2023, we were awarded £1.6m to develop a new T-Level Built Environment Academy at our Bromley Campus.

This is supporting the transition to the new T-level qualification, by creating an industry-standard training facility. It is also fully aligned to the College's new curriculum strategy, helping to grow STEM capacity by ensuring that the Level 1 and 2 provision can access these fantastic facilities. This in turn will support internal progression routes onto the new T-Level pathway – covering Brickwork, Plumbing, Carpentry and Electrical.

By September 2028 the project will enable an additional 84 learners to access industry aligned T-Level routes.

### Post-16 Capacity Fund

We successfully secured almost £4m of funding from the DfE's Post-16 Capacity Fund. This was aimed at further developing our Bromley Campus STEM block, for completion in August 2024.

**This funding is supporting our college estates strategy in several ways – including our net zero ambitions and our ability to deliver an innovate and industry-focused curriculum.**

## DfE Strategic Development Fund Project

The Local London £2.4 million Strategic Development Fund completed at the end of March 2023. LSEC led on this, securing the funding on behalf of 13 FE colleges across the region.

As part of this project, eight 'Green Laboratories', with focus on low-carbon, renewables and design technologies, have been developed. LSEC's own green lab was one of the first to launch and includes nine Renewable Technology Training Booths, covering three key areas of: Air Source Heat Pumps, Solar Thermal, Solar PV, Battery and Electric Vehicle Charging.

Curriculum staff across the region were also provided with CPD in these technologies and new courses are now being offered to learners.

To plan for future sustainability, industry consultants were commissioned to deliver an Executive Training workshop. This gave senior leaders from each of the colleges a common understanding of the emerging Green Economy – highlighting the challenges and opportunities.

Several employer and stakeholder engagement activities also took place as part of the project – aimed at industry experts, colleges, employers and local authorities.

## Local London Green and Digital Mayoral Academy (LLGDMA)

LSEC is leading this work, which aims to promote green and digital skills across the community – raising the profile of these exciting sectors.

In its second year, the project has focused on a series of green CIAG activities and webinars. This has introduced students to green jobs within the built environment and showcased different pathways into these roles.

As part of this initiative, employer boards have also been set up, focusing on Green, Digital and Social Advocacy. These are helping to support underrepresented groups to access green skills training. A green jobs and skills website has been set up, promoting the work being undertaken and jobs on offer: [www.localdongreenskills.com](http://www.localdongreenskills.com)

## AoC JP Morgan Green Pilot Project

This two-year pilot project will build upon the market research, collaboration and industry engagement that has taken place to date with our Green Academy Partners.

With the urgent need to retrofit housing in the built environment, LSEC will become a centre of excellence for retrofit skills. We will disseminate best practice, share resources, and provide training to partner colleges.

This project will monitor and benchmark learners' knowledge of green skills throughout the lifecycle of the project.

## Mayoral Academy Quality Marks

The three Quality Marks in Construction, Digital and Health & Social Care that we were awarded in 2022 have been renewed until March 2024. In addition, a Quality Mark has also been awarded to the College for its Hospitality provision.

We have continued to make good progress against our EDI objectives throughout the 2022-23 academic year. Staff disclosure rates have increased, and we have seen high completion of EDI training, including menopause awareness.

Staff and students have engaged in a wide range of EDI activities including Black History Month and LGBTQ+ awareness.

## Positive action in recruitment and talent management

We have implemented a range of strategies for areas of under representation, resulting in:

- 27% increase in black/Asian/mixed heritage staff
- 19.7% increase for females
- 6% increase in Black/Asian/Mixed Heritage/Ethnic Minorities in middle management roles

## Student achievement and experience

We have conducted deep dives into the EDI student data in relation to attendance, retention, complaints and disciplinaries.

The data shows that:

- The majority of disciplinaries were resolved at stage 1 (using the restorative approach)
- Retention for White/Black Caribbean is 89%
- Additional support on assignments has been provided to Black African students where needed

Narrowing the achievement gaps continues to remain a concern and priority for us this year. EDI objectives have been added into all SARs and QUIPs, as well as Group profile training being provided to teaching practitioners.

We continue to work with the Black Leadership Group, the AoC, our local authorities, and other external parties to share and adopt good practice. We maintained Stonewall Silver in our accreditation.

We have continued to develop our 10-year EDI grants programme – aimed at supporting equality, diversity and inclusion within our communities.





Throughout this year, we funded five grants – three for the College and two for the Trust:

### LSEC:

- **Positive Changes:** A mentoring programme aimed at young Black, Asian, dual heritage and other ethnic groups, as well as 16–25-year-old SEND students. In its third and final year, this project has seen 168 students participate in sports, cooking, gaming, music and other social activities to improve self-confidence and build additional life and employability skills.
- **Several multicultural days and events** were supported during Black History Month in October. 275 students engaged across all campuses with Level 3 Art students designing and creating artwork for fashion shows.
- Our **Mental Health Project** is a new research programme, looking at factors affecting the mental health of FE learners. This will launch in September 2023 and will help review current policies on mental health, as well as developing a customised framework to support each learner's needs.

### LSEAT:

#### Saved by the Ball:

- This project is currently in its third academic final year of operation. It is using the power of sport to re-engage young people, who are at risk of being excluded from school. To date, this project has been making a positive impact on the young people in scope, by focusing them on sport activities during term time as well as the holiday periods.
- Pupils have had the opportunity to be mentored and coached, which has helped build their self-esteem, their confidence and resilience. They have also had opportunities to play against professional teams. Two pupils have progressed into the College and another student has had the opportunity of working with Millwall Football Club. In addition, pupil attendance has improved, as well as their communication and employability skills. Feedback from the pupils and their parents/carers has been positive.

#### Enhancing Religious Education

- This new project aims to enhance religious education in the schools and build confidence in the practitioners delivering it. This will be done using some innovative practices, such as implementing experience days and inviting in external speakers.
- Success will be measured through increased engagement in RE lessons, a decrease in discriminatory language (via behaviour data) and a cohesive community feel where everyone is respected and valued. Staff will also feel more confident to deliver these lessons and best practice will be shared across our schools.

By 2030, we plan to have funded up to 50 community projects.

Staff CPD has continued to be a key priority across the College and the Trust. Investing in our people and our talent is central to our growth ambitions going forward.

This year we have:

- Supported managers at a range of levels to engage on external training – which has further developed our leadership capabilities
- Maximised our apprenticeship levy across the Group by supporting 14 members of staff to gain a fully-funded degree in Youth Working
- Continued to grow our own talent with seven staff in the College and three in the Trust being supported to become qualified teachers
- Expanded our eLearning offering in the College with weekly CPD Masterclasses to develop TLA practice with a 'Netflix style' back catalogue
- Engaged and inspired staff through Group, College and Trust leadership conferences – featuring expert keynote speakers including CEO of Teacher Tapp Laura McInerney, and education specialist and author, Maggie Farrar
- Improved our local and corporate induction programmes – providing new staff with a great welcome to the organisation
- Rolled out clear development paths for all roles and mapped training opportunities to these.



## Marketing

Our marketing team leads multi-media advertising campaigns and creates engaging content across a wide range of digital and traditional platforms. We identify our target audiences, then tailor our marketing strategies and messaging to ensure maximum engagement.

We produce regular staff newsletters for both the college and the Group, as well as creating interesting and relevant external content for our website and social media channels.

We manage and co-ordinate many events throughout the year, including open days, awards ceremonies, visits and online conferences. We work closely with stakeholders and partners to extend our reach and increase our impact.

In addition, we manage and develop websites for all parts of the Group, including the Trust and support its schools.

Over the year (September 2022 to August 2023) our website received 436,000 visitors, generating more than 10,200 applications for our FE courses.

Our social media following, across all platforms, grew from by 5.8% to 21,000, with a strong average engagement rate of 6.49% (compared to an education industry average of 1.1%).



## Highlights from 2022–23 include:

### College

- We welcomed 2873 learners and their families to 16 open events across our campuses. These events are a fantastic opportunity to showcase our work and engage with potential new learners
- Our Summer Campaign launched in July and included an impactful mix of online and outdoor advertising including billboards, bus stops, bus rears and train station ticket gates
- In addition, we secured a significant digital presence with the college featuring on Google, Bing, Facebook, Instagram, Snapchat, Spotify and in app-adverts on mobile
- As a result of this activity, we saw a 32% increase in applications compared with the same period last year (June, July, August)
- More than a hundred guests joined us at the Rose Bruford College Theatre in Sidcup in June to celebrate our annual Student awards
- Over 500 staff attended an awards event and Summer BBQ, planned and delivered by our team
- Website development for our new charitable foundation – the LASER Foundation. This will be launched in the next academic year

### Trust

- The Annual Trust Awards Evening took place at Fairfield Halls in Croydon, bringing together all our schools, with over 600 guests attending. 130 children and young people were presented with achievement awards to celebrate their hard work and success
- Branding and marketing work undertaken to support the addition of Heron Academy to our network of schools. This included a new website, signage and uniforms
- Fortnightly Trust Newsletters created and distributed to all staff, together with a weekly video of activity across our schools for our social media channels

## PR, reputation and external recognition

During the academic year 2022–23 we secured almost 200 articles for the Group across education, national, regional and trade media – including online, print and broadcast.

The advertising equivalent value for this PR is estimated at around £1.8m\*, with an estimated audience reach of over 60 million.

This coverage has been secured across a wide range of publications, with several new titles which have expanded our reach and influence.

These include: *The New Statesman*, *Children & Young People Now Magazine* and the ASCL magazine (*The Leader*), alongside other national and education titles such as *Evening Standard*, *Times Higher*, *FE Week*, *Schools Week* and *Education Journal*.

21 thought leadership pieces from a diverse range of spokespeople across the Group (and our partners) have been published in a variety of titles. Accessing a great range of voices from all parts of organisation was a key aim for this year – which we have achieved.

Contributors have included: Sam Parrett; Neil Miller; Asfa Soleil; Neil Coates (FE News Podcast); Janet Curtis-Broni; Rhona Sapsford; Neil Golding; Leah Stone; Melanie Judd-Hall; Mark Jenkinson (Crystal Associates); Alex Dimsdale (Marriott Hotel).

In addition, we have fielded speakers at several national events, raising the profile of our organisation and its expertise. Key events have included the Festival of Education (Neil Miller) and the National SEND conference (Liz Lake).

The work carried out across our Group has also been recognised externally via several prestigious national awards. These include:

- **World Skills EDI Heroes Awards** – best initiative for LSEC’s EDI grants scheme
- **National Teaching Awards** – Highly Commended certificates for Corinnia Vincent (Woodside), Shermonie Brewster (Princes Trust) and the LSEC ESOL Team
- **National SEND Awards** – Excellence in Special Education (Winner) Endeavour Academy
- **Social Value Awards** – Highly Commended for our Good for Me Good for FE campaign



Throughout this academic year, we have engaged extensively with a wide variety of stakeholders, including Ministers, MPs, councillors, local authorities, employers and government officials.

We have showcased the work and achievements of our staff and students, while endeavouring to influence policy development at all levels. We have strengthened our collaboration with our local partners, which has increased the positive impact we are able to have.

As an Anchor Institution, we are deep-rooted in our communities. We have focused on developing connections with partners and organisations across our region and beyond, knowing the vital role that these stakeholders play in helping us to influence positive change.

### Activities that have taken place in 2022–23 include:

- **'Meet the Councillor'** engagement sessions at our campuses in Bromley, Bexley and Greenwich
- Facilitating **two Black Leadership Group online celebration events**, attracting over 100 attendees
- An **FE immersion visit** for several DfE officials
- **Greenwich Councillor, Sandra Thomas**, judging our Good for Me Good for FE Hamper competition
- Our **Curriculum Strategy Consultation** brought together over 50 stakeholders to collaborate on the development of this five-year strategy
- The **official opening of our University Centre by Gareth Bacon MP** and the Mayor of Bromley
- A visit from the **Chair of the CITB, Peter Launer**, to our Holly Hill and Bromley Campuses during Apprenticeship Week 2023
- **Leader of Greenwich Council, Anthony Okereke**, delivering a **Landmark Lecture** to students and staff at our Greenwich Campus
- **A visit from the Dutch Vocational Education team** to our Bromley campus, showcasing our best practice and student success
- **A stakeholder engagement event in Lambeth, attended by councillors and local authority representatives** – welcoming Heron Academy and Nido Volans Lambeth to our Group
- **A groundbreaking event at our Greenwich Campus**, to mark the start of the Future Greenwich construction programme. This was held in partnership with L&Q and attended by Deputy Mayor of London, Tom Copley.



At the start of the year, the Group recruited its first Director of Policy and Research. This supported the organisation's strategic aim of ensuring our work is underpinned by robust research and evidence-informed practice.

### Research highlights include:

- **Undertaking an evaluation with the Department for Education, of the Just One Thing initiative.** This provides support for FE Principals/CEOs, Chairs, and Governance Professionals as part of the FE Commissioner's 'Active Support' approach to college improvement. The results have influenced the development and continuous improvement of both Just One thing and Just One More Thing. Further events are now being planned from 2024 to share good practice and experience across the sector.
- **The launch of our London South East Academies Trust Research Group.** This is aiming to encourage engagement with research and evidence-informed practice across our schools. It is also providing support for staff and leaders to undertake research projects, which will improve teaching practice and share learning across the Trust.

**Influencing and shaping policy** is also a focus for our Group. This year we have responded to a wide range of government and other stakeholders' consultations, sharing our insight, expertise and experience. These include:

- **The All-Party Parliamentary Group (APPG) for Students' inquiry into the impact of the cost of living.** We gathered evidence to reflect some of the financial difficulties currently being experienced by LSEC learners
- **Education Select Committee's inquiry into teacher training, recruitment and retention.** We detailed the ongoing challenges we are experiencing in our schools and our college and the strategies we are putting in place to mitigate the issues
- **Education Select Committee's inquiry into Ofsted's work with schools.** We shared many of the experiences our schools and leaders have had of Ofsted in recent months and years
- **Business LDN's consultation on the emerging priority skills needs and recommendations for London's Local Skills Improvement Plan (LSIP)**
- **DfE's consultation on improving support for children who are missing in education.** We shared many of the challenges and experiences seen across our schools

Going forward, we will be implementing core strands of the Group Research Strategy across the College and Trust. We will be working to embed the use of external and internal evidence and evaluation approaches, building our contribution to the evidence base on key issues.

## Section 2

# London South East Colleges

It has been an incredibly busy year for the college, with learners achieving a huge amount of success across many curriculum areas. We are an inclusive college, serving some of the most disadvantaged communities in south east London. We put social and economic mobility at our core.

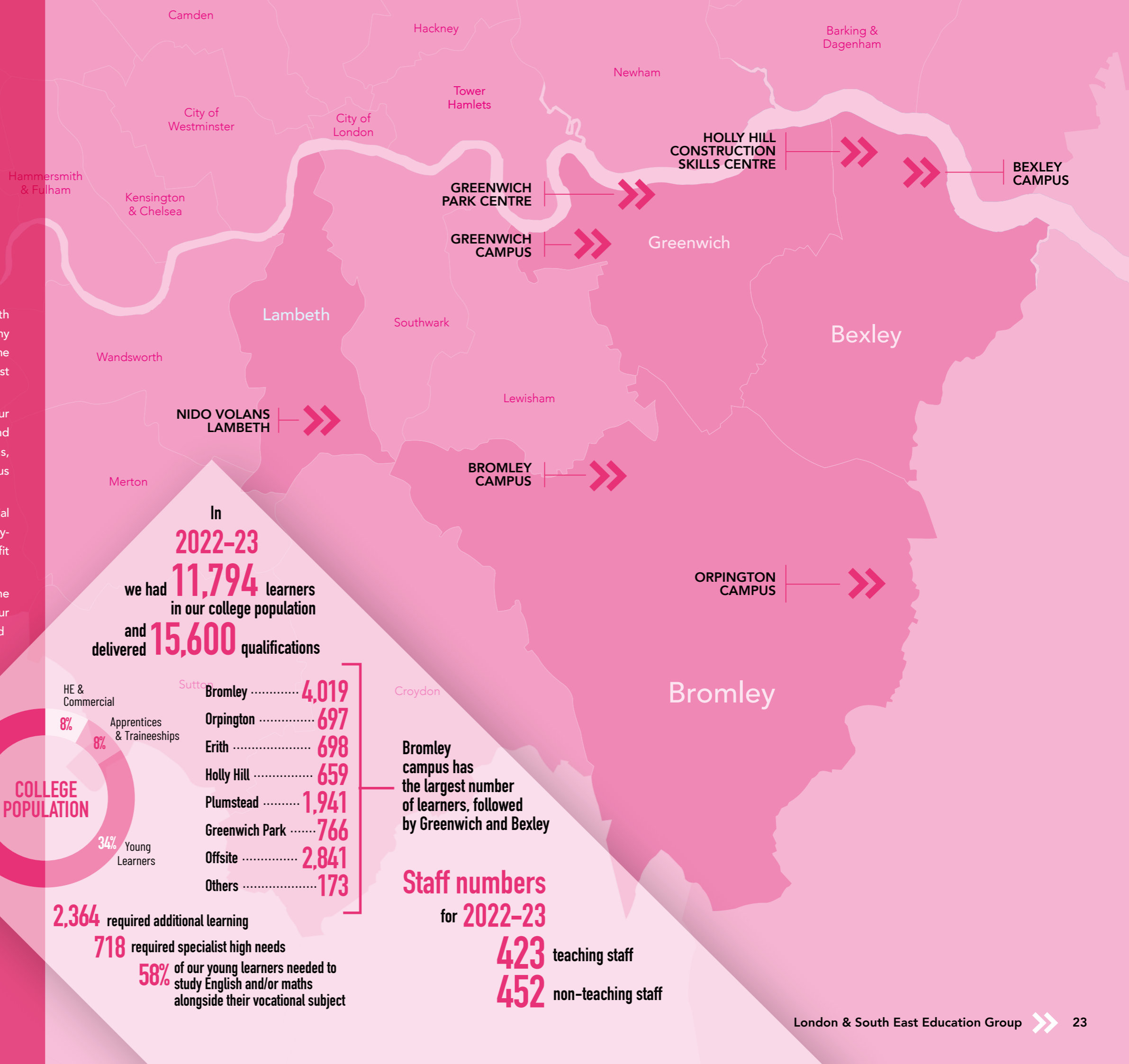
This year, our focus has continued to be on ensuring our learners are equipped with the skills, knowledge and behaviours they need to achieve their career ambitions, no matter what their background, ability or previous experience in education.

We prioritise quality-first teaching and learning, substantial capital investment, strong employer partnerships, industry-relevant curricula and personalised pastoral care to benefit every learner.

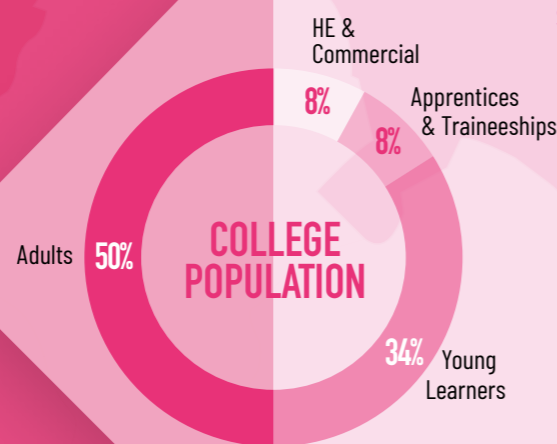
This section of our Group Annual Review highlights the many projects, activities and achievements across our college campuses in 2022–2023. I am hugely proud of these successes, which are testament to the commitment, hard work and dedication of our staff and student community.

Thank you for your continued support.

**Asfa Sohail –**  
Executive Principal  
and Chief Learning Officer



In **2022-23**  
we had **11,794** learners  
in our college population  
and delivered **15,600** qualifications



Bromley	4,019
Orpington	697
Erith	698
Holly Hill	659
Plumstead	1,941
Greenwich Park	766
Offsite	2,841
Others	173

Bromley campus has the largest number of learners, followed by Greenwich and Bexley

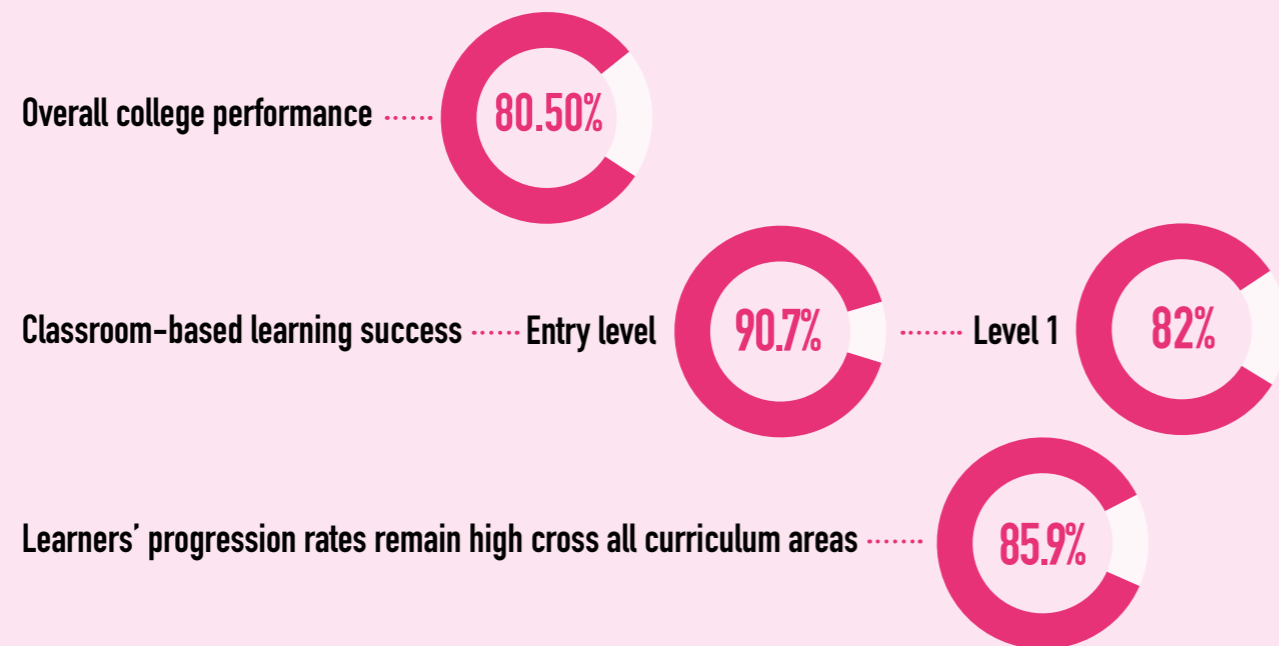
**2,364** required additional learning  
**718** required specialist high needs  
**58%** of our young learners needed to study English and/or maths alongside their vocational subject

Staff numbers for **2022-23**  
**423** teaching staff  
**452** non-teaching staff

## Our vision and values >>



## Key achievement data >>



**Adult learners' outcomes improved at Level 1 and Level 2**

**Young learners' outcomes improved at Level entry, Level 1 and Level 3**

**Overall achievement rates for English and Maths improved at all levels**

## Employer Engagement Strategy >>

Our well-established employer engagement strategy includes many avenues for businesses to collaborate with the college and its students.

These include Industry Experience, Training Services, Endorsements and Skills Innovations. The strategy centres around sector-specific employer panels and the Employment and Skills Board.

This year we have engaged with:

- 90 employers on our panels
- 400 unique apprentice employers
- 3,000 work placement employers

The activity undertaken with the college by these employers include projects, placements, industry visits, professional training, case studies, direct advertisement, bespoke training services and co-production of skills and employment events.

The sector-specific employer panels span across all key curriculum areas at the college. They share current recruitment needs within each sector, helping us to identify skill gaps and anticipate future skill requirements. Our curriculum specialists also worked with industry experts to review the curriculum pathways.

This support from employers is fundamental to ensuring our learners have the best opportunities to progress into successful careers.

### Fellowships

To recognise this vital contribution from employers, we launched our prestigious Fellowship programme this year. This saw 12 people, from a range of businesses and sectors, conferred as College Fellows.

This honour reflects the robust, strategic and meaningful connection that these individuals have to the organisation. It recognises the exceptional support they provide to our learners and the contribution they make to our wider college community.

#### College Fellows conferred during 2022-23:

Mark Hammond	Bromley Football Club	Sports
Alex Dimsdale	Hospitality Sector: Marriot International Hotels	Hospitality
Fiona Cummins	Cory Riverside Energy	Engineering
Helen McIntosh	SE London Chamber	Stakeholders
Barrie Kelly	Visit Greenwich	Services
Ian Kirk	National Federation for Demolition	Construction
Howard Button	National Federation for Demolition	Construction
Lesley Randsome	National Federation for Demolition	Construction
Steve Besley	Ed Central	Research & Policy
Denise Hyland	RBG Councillor and Former Mayor	Community
Chinyama Okunuga	NHS	EDI

## Our Higher Education offer

We offer flexible Higher Education provision, which supports people to progress their careers or change direction. Most of our programmes are two-year courses, which can be studied alongside existing job commitments.

Our suite of qualifications include Higher National Certificates/Diplomas, Foundation and Bachelor degrees which are validated by the University of Greenwich, Canterbury Christ Church University and Pearson.

This year our HE provision moved to specialist facilities in the Ozone building at our Orpington Campus – officially opened by Orpington MP, Gareth Bacon – providing students with cutting edge technology and learning resources.

In the 2022–23 academic year we enrolled 435 learners across the following curriculum areas:

- Build Environment (136), Business (34), Digital (56), Education and Early Years (103), Health & Social Care (67), Sport (21) and Science (18).
- Achievement and pass rates have continued to increase over the past three years:
  - Overall pass rate – 92.9% (against last year's 84.6%)
  - Overall achievement rate – 84.1% (against last year's 77.8%)



## Peter Hudson, Manager

Our student-led restaurant and bakehouse has made a strong recovery post-pandemic. BR6 Bakehouse is averaging 60–100 covers each day, with many customers returning regularly.

As well as offering breakfasts and lunches, BR6 has also hosted themed nights, private events, coffee mornings and the Orpington 1st Literary Festival. It also opened its doors to the local community for the College's 'Warm Wednesdays' events, offering a free meal and company to people in need.

This busy setting gives our hospitality students the opportunity to practice their skills in a real working environment. This has supported higher than average student achievement – 91.2%.



## Apprenticeships

We offer apprenticeships across a wide range of industry areas. We work closely with employers to match their skills requirements and ensure our learners can access high-quality support and opportunities.

In 2022–23 we had 526 successful leavers completing apprenticeships in the following areas:

- Business Administration (107)
- Engineering (79)
- Construction (77)
- Retail and commercial (108)
- Education and Training (26) and ICT (22)

The provision covered 34 apprenticeship standards and four frameworks.

In our continued drive to ensure high quality provision and achievement, we have identified several standards/frameworks which have experienced low demand. These will be closed, in order to ensure growth of other, high quality apprenticeship programmes for 2023–24 onwards.

## Nido Volans – SEND provision >>

Our College's outstanding Nido Volans SEND provision is delivered across three campuses, at Bexley, Bromley and Lambeth.

In 2022–23 there were 301 retained learners, 188 of them being 19+, and 113 being 16–18.

- The gender split is 88 females and 213 male
- 291 have an EHCP and nine do not.
- Of the 291 EHCP learners 282 are in receipt of High Needs Funding.
- Of the 301 learners 11 are LACs/YCL.  
The ethnicity breakdown:
  - 123 White British
  - 68 African, 19 Caribbean, 11 other Asian. 26 did not provide this data.

We work closely with Bromley, Bexley and Lambeth local authorities. However, our programmes also support learners from several other south east London boroughs, including Lewisham, Greenwich, Southwark, Wandsworth and Croydon.

### Our curriculum:

The curriculum is based on two clear pathways, one into independent life in the community and one into employment.

Our discrete SEND provision provides a bespoke and personalised curriculum that offers exciting and meaningful learning opportunities. We motivate and inspire our learners by adopting an holistic approach to education – preparing for life after college, within their community.

We help our learners develop meaningful employability skills within our vocational facilities and realistic working environments, through work experience and internal work-related learning.

### Achievement:

Overall achievement for accredited courses: 92.2% (16–18 – 89.9% and 19+ – 97.5%)

This includes:

- 100% achievement of Skills for Independence and Employability (OCN)
- 100% achievement on Employability and Personal and Social Development accreditation (NCFE)

### Employment and progression

71% of Supported Internship learners at Bromley have been offered paid employment

71% of learners on the NHS Supported Internship have been offered paid employment

57% High Needs SI learners (Bromley and Bexley) have been offered paid or voluntary employment

Between 2015 and 2023 annual employment offers made to learners at Bromley has been 49% – which compares favourably to the national average of 5%.

72% of Bromley learners, 79% of Bexley learners and 73.8% of Lambeth learners progressed onto high level programmes within SEND

Some learners also progressed to vocational areas from SEND, including health and social care, digital media, construction and hospitality.



### Parent testimonials:

*“Just wanted to pass on my personal thanks to you me the team for making Sam’s first year at college so enjoyable. What a difference the year has made and we are very proud of him and grateful to your team.”*

*“We think that Denis had a great studying experience at LSEC and improved his social skills, communication skills, independent living skills, life skills, swimming skills, using transport and road safety knowledge!”*

*“We’re very pleased with James’ progress. We like the options which are given and feel that the subjects really support James’ development. We’re pleased with all of the subjects that he has chosen and feel that they develop his confidence well. We’re really pleased with LSEC and feel that it is very organised and well run.”*

*“It has been a happy and wonderful five years for Livi-Mae. She has grown so much confidence in herself and we can’t thank you enough”*

## Adult Community Learning >>

Our partnership with the Royal Borough of Greenwich to deliver Adult and Community Learning (ACL) enables residents from local communities to access many learning opportunities, ranging from general interest to qualifications.

The ACL programme gives learners access to a variety of courses which will help develop new or prior skills and knowledge. They can be for personal interest, small business development or to enhance employability skills.

The Greenwich Park campus has a unique vibrant identity that enriches and enhances the community, helping learners develop and support their wellbeing and mental health through creative activities. Our learners also develop new friendships, confidence and social interaction opportunities, which align well with RBG priorities for a healthier borough.

This year, we had 735 learners – up significantly from 2021–22 (532). We have seen an outstanding 97.9% pass rate and almost 90% attendance.

Our ACL learners participated in Festive, Spring and Summer Fairs, showcasing their work and turning their passion into profit!



### Prince's Trust Programme

This 12-week, intensive course helps 16–25-year-olds develop confidence, motivation and employability skills. Students get the opportunity to take part in residentials, community-based projects and presentations.

In May 2023, Prince's Trust team leader, Sheromie Brewster, was invited to attend the King's Coronation celebration in London. This was in recognition of the work Sheromie has done for the Trust over many years. She took five students with her and they were all delighted to be part of such a historical and momentous occasion.

## Student experience >>

### Safeguarding and Wellbeing

The College's safeguarding and wellbeing team has supported over 1500 students this year, providing advice and practical help where needed.

We have introduced Student Mental Health Ambassadors this year. These 'Wellbeing Advocates' have been co-created by the Mental Health Foundation and students across the country. The aim is to raise awareness of mental health issues and to improve mental health outcomes in educational settings.

Our ambassadors offer peer support, signposting to various types of support and connecting staff and students. This continues to be a really successful initiative, raising awareness of mental health and reducing stigma.

### Career Advantage

Every learner on a study programme takes part in Career Advantage – which is an online platform aimed at enhancing employability skills.

Modules include critical thinking, industry placement, social action and enterprise. Students work independently through the learning modules, supported by their tutors. They receive Bronze, Silver and Gold awards as they progress through the programme. In 2022–23:

- 78% of our students successfully engaged in Career Advantage
- 746 bronze, silver and gold awards have been achieved (1471 cumulatively from the previous academic year)
- 103 gold awards have been achieved

A new platinum level is being introduced from September 2023 to create additional opportunities for students who have achieved the highest level.

### Student enrichment

A huge number of sports and activities have taken place over the year at all of our campuses, ensuring students have had many opportunities to get involved. This has supported wellbeing and mental health, built confidence and friendships, and improved physical health.

Activities have included: football, basketball, rugby, cricket, dance, black history month, enterprise, student rep meetings, LGBTQ+, dungeons and dragons, music production, media workshops, pool, yoga and table tennis.

This year we engaged community organisation – The Sporting Way – to work with our students to help further develop their social and employability skills. They have run workshops and other sessions with over 30 students in three parts of the college. They have also given work experience to seven students and employed a student to work within their organisation.



## Work Experience

Work experience has been a priority at the college this year. It is embedded within tutorial provision and through curriculum sessions.

Our dedicated work experience team works with students and employers to identify placements. We focus on helping students to access opportunities related to their main vocation and/or aspirational destination.

In total in 2022–23:

- 80% of our learners completed a successful placement – participating in 144,000 hours of work experience. This is a 6% increase on the previous academic year
- Employers contributed over 185 hours of their time
- 79 employer-led activities took place outside of placements with over 2500 learner engagements including guest lectures, industry visits, projects and masterclasses.



## Case study

David is a Level 3 Year 2 Esports student. Towards the end of the last academic year, he went above and beyond the requirements of work experience by adding live broadcast event 'Shout-casting' to his CV. David attended two UK-based Esports Tournaments in London, where he worked as a Shoutcaster. The events were broadcast live to Twitch.TV – a site dedicated to Esports games and tournaments.

This role required confidence, a quick mind and overwhelming enthusiasm. David received great feedback after the events commending him for his great commentary skills. Teachers and students alike appreciate David's input to their local tournaments and to take his skills to a national level was a great opportunity for him.

This year David is again taking part in the Level 3 Esports tournaments program. He is also kindly organising a series of tournaments and practice events for our Level 2 Esports students.



**London Metropolitan Police** provided four weeks of intensive safety workshops for over 500 students at our Greenwich, Bexley and Holly Hill campuses. These sessions were informative and interactive, covering topics such as stop and search, county lines and gangs, knife crime and violence against women. The Police officers had a good rapport with our students and feedback has been excellent.



**Student representatives have engaged well across the college**, ensuring the student voice is heard and acted on. Examples of this included: a vending machine, new board games in the common room and longer common room hours on a Thursday (in Bexley).

**Staff have also been given the opportunity to take part in a number of activities**, including yoga and dance sessions at our Bromley campus.

Section 3

# London South East Academies Trust

1,464 pupils  
across our 9 schools

Total staff: **614** 258 teachers  
383 admin & support staff

% Pupil Premium		% Pupils with SEND
76	Aspire	100
16	Belmont	24
76	Bromley Oak	100
79	Bromley Beacon	100
60	Bromley Trust	100
70	Endeavour	100
33	Heron	100
56	Horizons	100
30	Woodside	100
45	AVERAGE	91.5



As I reflect on the 2022–23 academic year, I feel extremely proud of what we have collectively achieved.

We are now a Trust of nine schools, having been joined by Heron Academy in February. As our first PMLD and SLD school and our first in Lambeth, Heron has been a fantastic addition to our network, with some outstanding improvement work being undertaken by leaders and staff.

We also welcomed a new Director of School Improvement, Ruth Dollner, whose expertise is helping us to strengthen many areas within our schools. This includes reading, which has been a huge focus for us over the last 12 months.

Ofsted has visited four of our schools this year – Aspire, Belmont, BTA and Woodside. Each of these inspections was very successful, reflecting the incredible work and commitment that is being done on a daily basis to support our children and young people.

Inspections are stressful and I want to acknowledge the resilience of our school leaders during these times. The team efforts displayed this year were remarkable, resulting in some very positive outcomes.

A significant amount of capital funding has been invested in our schools this year. Several have had new roofs, with investment from the Trust, the DfE and our Local Authorities.

Bramley Oak Academy has benefited from a £6m building programme, which has seen its site completely transformed. New classrooms and learning spaces have had an incredibly positive impact on staff and pupils, with the whole project due to be completed in February 2024.

And in terms of the curriculum, our schools have continued to deliver exceptional opportunities, going far beyond a standard offer and adapted to the needs of their pupils.

The extensive breadth of activities, trips and visits has given our children and young people the chance to experience many new things. From BMX cycling

courses, sports competitions and forest schools, through to museum trips, theme parks, wildlife centres and many residential; the list gets longer every year. It is fantastic to see these activities reflected in this report.

As we continue to move our Trust and our schools forward, our ambition is to continue providing inclusive, high-quality education to children and young people across the region. We are therefore committed to expanding our network and finding the right schools to join us.

Development work has been undertaken with four mainstream primary schools and two special schools this year, as detailed further in this review. We look forward to them hopefully joining us next year, bringing new expertise and talent into our network – as well as benefiting themselves and their pupils by becoming part of our high performing, thriving Trust.

And finally, one of my personal highlights this year was of course the Annual Trust Awards Evening. This took place at Fairfield Halls and saw 130 children and young people receiving awards for their hard work. This was a very special event and reflected the inclusivity, diversity and uniqueness of our schools and our Trust.

Celebrating our success collectively in this way is so important and was a wonderful way to start the new academic year.

Thank you to everyone who works so hard to support our schools, including our trustees, governors, local authorities, parents, pupils and of course our staff. Learning has the power to change lives, but this is only possible with your ongoing passion, commitment and hard work.

I look forward to working with you all in the coming year, so that we can continue to have a positive impact on the lives of our children and young people.

**Neil Miller**  
Deputy CEO  
London South East  
Academies Trust



In the 2022–23 Academic Year, four of the Trust's schools received a visit from Ofsted – Bromley Trust Academy, Aspire Academy, Belmont Academy and Woodside Academy.

Each of these schools received a Good grading, several with outstanding features. Woodside Academy will be revisited within the next two years as it was felt to be better than good during an ungraded inspection.

Each of these exceptional inspections reflects the hard work, dedication and commitment of all our leaders and staff teams.

### Highlights from each report:

#### >> Belmont Academy : 3 & 4 July 2023

*"Pupils love coming to this kind and welcoming school. Pupils are happy and safe here. This is a calm and orderly school, but also one where pupils can learn and have fun."*

*"Staff have high expectations of all pupils, including pupils with special educational needs and/or disabilities (SEND). Pupils rise to these expectations."*

*"Leaders show a commitment to pupils' wider development. They have established a set of values that are central to school life."*

*"Staff appreciate the high-quality training they receive to improve their leadership and practice. Staff enjoy working here. They say it is like being part of one big family."*

#### >> Bromley Trust Academy : 7 & 8 February 2023

*"Pupils get a fresh start here, particularly after previous difficulties in mainstream education. Staff have high expectations of pupils' work and behaviour. Pupils behave well and remain focused in lessons."*

*"Leaders identify the needs of pupils with special educational needs and/or disabilities (SEND) quickly. They support pupils with SEND effectively so that they catch up on learning."*

*"Careers lessons are enhanced by employer workshops and visits to local colleges. Pupils have ambitious plans for their futures."*

*"Teachers ensure that pupils gain knowledge and skills that prepare them well for future learning."*

#### >> Aspire Academy : 7 & 8 March 2023

*"Pupils enjoy coming to Aspire Academy. They feel safe and they enjoy their lessons. Leaders expect all pupils to behave well and to do their best"*

*"Relationships between pupils and the adults that work with them are strong. Adults understand pupils' different needs and adapt lessons and other activities so that these needs are met"*

*"Leaders have designed a well-thought-out programme to support the personal development of pupils"*

*"Leaders work closely with external partners and make sure pupils and their families get the support they need if necessary."*

#### >> Woodside : 13 & 14 June 2023

*"Woodside Academy continues to be a good school. There is enough evidence of improved performance to suggest that the school could be judged outstanding if we were to carry out a graded (section 5) inspection now."*

*"Pupils achieve very well. There is a particularly successful focus on making sure pupils learn skills which prepare them for greater independence and the responsibilities of adulthood."*

*"Parents and carers are overwhelmingly appreciative of how well staff understand their children and enable them to thrive."*

*"Senior leaders provide innovative and creative opportunities for staff to develop their subject leadership and share their expertise."*

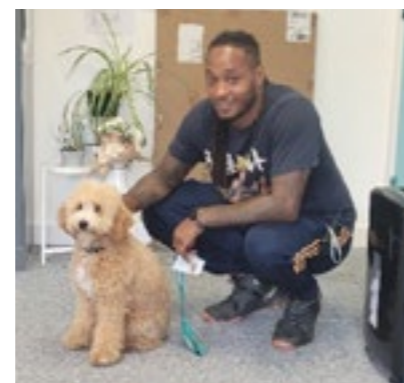
The 2022–23 academic year has been a significant one in terms of Trust growth. We have been working with a number of Trusts and schools who are interesting in joining a strong MAT, with the following developments taking place:

### Heron Academy

In February 2023, Heron Academy joined our network of schools. Previously called The Michael Tippett School, this was a failing Local Authority PMLD and SLD provision that had received an inadequate rating from Ofsted and given an academy order.

Our Trust was chosen by the DfE to take the school on and we worked with the team at the school for several months prior to the official transfer. This included supporting the recruitment of new headteacher, Melanie Hall-Judd and her senior team.

The improvement seen at Heron Academy has been rapid, thanks to the unrelenting commitment and dedication of school leaders and staff. The 11–19-year-old pupils are now receiving the education and experience they need and deserve. We look forward to welcoming Ofsted in the academic year of 2024–25 to recognise this exceptional transformation.



### Warren Road Primary School

A key strategic priority for the Trust this year has been to look at the development of a primary hub to join our one mainstream primary school, Belmont Academy.

Warren Road is an outstanding primary school, recently inspected by Ofsted. Currently a Single Academy Trust, it began its search for a strong Multi Academy Trust to join earlier this year – and selected us as its preferred partner.

A significant amount of work has been undertaken to progress this transfer and we expect Warren Road Primary School to become part of our Trust in January 2024.

### Ignis Multi-Academy Trust

This small MAT comprises three primary schools in Bexley. Having chosen us as its preferred Trust to join, we began the due diligence process at the end of the 2022–23 academic year. We anticipate the schools joining us later in 2024.

### Future development

Moving forward, we are looking to create a hub of special schools in Surrey. These will sit alongside Bramley Oak Academy, strengthening SEND and SEMH provision in the region. We are in discussions with several potential Surrey schools and have also submitted a free school bid to the DfE to create a new 11–19 SEMH provision. We look forward to expanding our network here over the coming years.



This year has seen a huge investment in capital projects across our schools.

Bramley Oak Academy has undergone a £6m re-building programme, funded by the DfE, Surrey Council and the Trust. This has included the redevelopment of teaching areas and classrooms – which has had a transformational impact on the school and its pupils. The final stage of this work is expected to complete in February 2024.

In addition, over £800,000 has been invested in improving the roofs of several schools as well as other improvements to buildings and sites.



## External recognition >>

Our schools and individual staff members have received several national accolades this year. These include:

- **Pearson National Teaching Awards 2023** – Highly Commended certificates were awarded to Woodside Academy's Corrinia Vincent and Aspire Academy's Bethan Phillips and Kelly-Ann McGuiness
- **Gold National School Games Mark** – Achieved by Belmont Academy
- **Carnegie Mental Health Gold Award** – Achieved by Bromley Beacon Academy
- **Spiritual, Moral, Social and Cultural Development (SMSC) Gold** – Achieved by Bromley Beacon Academy
- **National SEND Award for Excellence in Special Schools and Alternative Provision** – Endeavour Academy



## Thought leadership and speaking events >>

Leaders and staff across the Trust have contributed articles to leading sector publications and spoken at high-profile events throughout the year. This has strengthened the profile of our Trust, positioning us as specialists in our field and sharing our expertise and best practice.

We have been featured in a number of key publications including: Evening Standard, Sec-Ed, Children & Young People Now, Tes, Schools Week, New Statesman and The Leader (ASCL's magazine).



Representatives from the Trust have also spoken at the annual **Festival of Education** (Neil Miller – setting), two **Westminster Insight conferences** (Neil Miller – AP and Attendance) and the **BERA Annual conference** (Marcia White).

## London South East Academies Trust Awards Evening 2023 >>

A highlight of this year was undoubtedly our Trust Awards Evening. This event, held at Fairfield Halls in Croydon, brought together our nine schools, alternative curriculum college and our music service, to recognise the achievements of 130 of our children and young people.

Pupils were presented with awards for many different achievements, from most progress made, academic success and attendance, through to resilience, sports and community.

Bexley Music students performed and two of our Bromley Beacon Academy students showcased their DJing skills. The event was attended by over 600 people, including the Mayor of Lambeth, Councillor Sarbaz Barznji.

Trust CEO, Dr Sam Parrett, said on the night: "As our network continues to grow and we welcome new schools into our Trust, I am so proud of the work we do and the impact our schools have within their communities. Tonight's celebration truly reflects the collaboration and support seen across our schools."

**Winners arrived to collect their awards supported by families, guardians, friends and teachers. Here are quotes from some of them:**

**Alfie (14) attends Endeavour Academy in Bexley. He was awarded 'School Star' and said:**

*"This has been a cracking evening. Everyone who has been up on stage tonight feels such a great achievement. My school is really good and I actually wouldn't be the person I am today without it."*

**Chiedum (14) from Bexley goes to Woodside Academy and won the progress award. She said:**

*"I love my class and my teacher. I really enjoyed getting my award tonight and the best bit was the loud DJ music, which I loved."*

**Daniel (10) attends Bramley Oak Academy in Surrey and won the award for resilience. He said:**

*"I enjoyed tonight and got an award. I am going to spend my voucher on robots as they are my favourite. I like my school because you get a really good education. Maths is the best thing about school. When I grow up, I want to be an astronaut!"*

**Teo (11) attended Belmont Academy and won the award for literacy. He said:**

*"I enjoyed this evening and really liked the DJ. I liked my school, especially the teachers and am chuffed to have won this award. I really didn't expect it!"*

**Jake (10) attends Aspire Academy in Bexley and won an award for improved self-regulation. He said:**

*"Tonight has been about making memories with my teachers. I love sport and PE and enjoy going to school. When I first came here I could be a bit crazy but not anymore! I want to be a zookeeper when I grow up." Jake's mum added: "Mrs Arkwright and Mrs Hopkins have changed our lives, I'm so grateful the school. Now I have a happy home!'"*



## Belmont Academy >>

**Belmont Road, Erith, Kent DA8 1LE**  
**Head teacher: Lucy Childs**

Our inclusive, mainstream primary school is situated in the London Borough of Bexley. The school's excellent provision presents our 436 pupils with the opportunity to take part in a wide range of activities, ensuring that they thrive socially, physically, emotionally and academically.

Our pupils are highly motivated, well behaved and a pleasure to teach. We also have resource provision accommodating children with visual impairment and/or other physical or medical needs and offer nursery provision for 26 children.

### Highlights this year have included:

- Outcomes remaining above the national average and on an upward trajectory including 83% of pupils in Maths; 78% in Reading and 78% in Writing attaining the expected standard
- 83% of pupils passing the Phonic Screening Check
- 78% of pupils securing GLD in Reception.
- Two residential visits to Sussex and the Isle of Wight
- An adventure away day at Bewl Water
- Participation in Bexley Music's Fairfield Halls music concert
- Involvement in Children's University, celebrating our pupils' participation in extracurricular activities
- Securing our Gold National School Games Mark, which recognises our exceptional inclusion in a range of sporting events
- A very positive Ofsted inspection, which recognises the schools many strengths including its inclusive practice, broad and creative curriculum and commitment to pupils' personal development



## Aspire Academy Bexley >>

**South Gypsy Road, Welling, Kent DA16 1JB**  
**Head teachers: Heather Hopkins & Julie Arkwright**

This is a small special school for 5–11-year-olds in Bexley, rated good by Ofsted. We offer provision for children with emotional, social or behavioural difficulties in a supportive and encouraging environment.

### Highlights from the year include:

- A very positive Ofsted inspection in March. We received a Good rating overall, with Outstanding for behaviour and attitudes and personal development. Inspectors recognised the high commitment and dedication of our team, which results in strong relationships between staff and children
- Many extra-curricular opportunities including: after school clubs, an Aspire football team, and a chance to sing in the Young Voices concert at the O2
- Participation in Children's University, rewarding pupils for taking part in a range of activities
- 18 children attended our first ever PGL trip, consisting of a two-night residential stay. This was a great success and will take place again next year
- Installation of a new sensory room and additional playground equipment including a trim trail, swing and enclosed KS1 outdoor learning area
- Our school library has been upgraded



## Bramley Oak Academy >>

**Horsham Road, Bramley, Guildford, Surrey GU5 0BJ**  
**Head of School: Peter Forrest**

Located in Guildford, Surrey, this special primary school supports boys with SEMH needs from the ages of 5–11. Throughout this year, the quality of teaching and learning has strengthened and developed, which has been reflected by positive academic progress being made.

The school building project has completed renovation on three sections of the school and is currently underway on the last section. This has provided a range of newly fitted rooms including eight stunning classes, a therapy suite, music room, group rooms and a cookery room. This has transformed the look and usability of the school – as well as the experience of staff and pupils.

### Highlights from the year include:

- The quality of the staffing team with all key posts now filled
- Accessing and completion of SATS by more pupils than ever before
- Increase in the number of educational and enrichment trips – including a two night residential trip for Year 6 pupils
- The strong relationships with stakeholders including parents, professionals and the wider Trust



## Bromley Beacon Academy >>

**Old Homesdale Road, Bromley, Kent BR2 9LJ**  
**Avalon Road, Orpington, Kent BR6 9BD**  
**Midfield Way, Orpington, Kent BR5 2QL (Key Stage 1 provision)**  
**Head teacher: Philip Tagoe**

This Special Academy operates across three sites – Midfield, Bromley and Orpington. It offers mixed provision for 5–18-year-olds with Social, Emotional & Mental Health (SEMH) needs.

All our pupils have Education Health Care Plans (EHCPs). We provide an academic and vocational curriculum, supported with care and therapy, to ensure holistic progress is made by every individual.

We believe in nurturing well-rounded individuals who are equipped with essential knowledge, skills, and values that will enable them to thrive in an ever-changing world. We do this through:

- Holistic Development
- Core Knowledge and Skills
- Personalised Learning
- Character Development

Our curriculum promotes respect, kindness, empathy, resilience, integrity, and responsible citizenship.



### Highlights from both sites this year:

- A year-on-year increase in students achieving five or more Level 2 qualifications including English and Maths
- All students have gained at least one qualification and 71% gained at least five qualifications at grades 4-9
- Building of employer relationships – including working with police forces across the country to collect, fix and donate bicycles and motorbikes to those in need
- Excellent phonics outcomes for KS1 through the newly introduced Little Wandle programme
- Motorbike residential for KS4 and KS5 pupils – enhancing the knowledge they have gained throughout the year and improving their practical skills
- Forest school for KS1–KS3 continues to support students in their humanities studies and their exploration of natural environments.
- Awarded the Carnegie Mental Health Gold Award and the Spiritual, Moral, Social and Cultural Development (SMSC) Gold Award

## Endeavour Academy >>

**Woodside Road, Bexleyheath, Kent DA7 6LB**  
**Head Teacher: Margaret Rozario**

Located in Bexley, this school offers mixed specialist provision for 11–16-year-olds with a range of learning needs. Endeavour Academy aims to provide an inclusive, holistic curriculum enabling students to manage challenges, their emotions, to build positive relationships, secure academic attainment and to move successfully into future learning and employment.

### Highlights from the year include:

- We were proud recipients of the National SEND Award for Excellence in Special Schools
- Awarded a Gold accolade by the London Flower Society
- Maintained our Good Ofsted rating in our Section 8 inspection
- 100% of Year 11 students achieved 5 GCSEs at grades 1–9
- Half our pupils achieved a Level 2 or equivalent in English
- Both KS3 and KS4 residentials were a huge success and pupils were able to enjoy new experiences at PGL
- Staff achieving a successful ECT year, their NPQH and NPQSL
- We led the Bexley Behaviour Hub and continue to deliver training on Behaviour on the NPQH Leading Behaviour and Culture for aspiring Head Teachers
- An outstanding Safeguarding review from the Trust, reflecting our commitment to the schools and our pupils



## Woodside Academy >>

**Colyers Lane, Erith DA8 3PB**  
**Head teacher: Kathryn Freame**

Woodside Academy is a vibrant learning community that ensures that our pupils are fully prepared to access the next stage of their educational journey and lives. We educate 4–18-year-olds who are autistic and have a range of moderate to complex learning needs. Every pupil has an Education and Health Care Plan.

This year we had 199 children and young people on roll. The quality of our provision has continued to improve, with very positive parental feedback.

Our bespoke curriculum, based on the national curriculum, has a strong focus on reading and seeks to equip all learners with knowledge, skills, independence, and autonomy for success and achievement in life.

We are ambitious for all learners all of the time. We seek to work collaboratively within and beyond the school to ensure excellent outcomes for every child and young person.

### Highlights from the year include:

- Expansion of our curriculum offer, including after school clubs
- Introduction of the Duke of Edinburgh and the Woodside Challenge Awards
- Introduction of termly special 'arts weeks' which provide practical, technical, physical, creative and therapeutic opportunities. These have impacted positively on academic achievement and enjoyment, as well as an exemplary longer-term impact on staff wellbeing
- The vast majority of pupils left Woodside with qualifications in English, Maths, Science, and a vocational subject; Art & Design, Construction, Independent Living and Life Skills
- In June we were inspected and verified to remain a good school 'with enough evidence of improved performance to suggest that the school could now be judged outstanding' in a graded inspection.





## Heron Academy >>

**Heron Road, Lambeth, SE24 0HZ**  
**Head Teacher: Melanie Hall-Judd**

This is the latest school to join our network (in February 2023) and is located in Lambeth. Heron Academy supports around 80 11–19-year-olds with a range of special needs including ASD, and severe and profound multiple learning difficulties.

Formerly known as The Michael Tippett School, Heron Academy is on a journey of rapid improvement, ensuring that every child and young person is supported to achieve their full potential.

Each pupil has a personalised curriculum to meet their unique needs and to help them achieve their individual targets. Our expert staff are committed to supporting this and work in partnership with parents and carers to achieve the very best outcomes for every child and young person.

With specialist facilities including a hydrotherapy pool, sensory room and a life skills area, pupils can access a wide curriculum and enrichment programme to meet their physical, academic and emotional needs.

Heron Academy has a calm and nurturing environment. We are extremely proud of the care and support we offer to our children, as we prepare them for the next steps in their lives.



### Highlights this year have included:

- Our post-16 café opened at the beginning of the summer term, enabling pupils to develop their communication, numeracy, and self-confidence in a fully functioning café environment.
- Introduction of the **Duke of Edinburgh and Arts Awards** for our post-16 pupils
- Introduction of 'arts weeks'. These provide fine and gross motor development opportunities and exposure to art works in the school and wider community.
- Working with the **Arts Council** as part of their 'Take Two' project, where pupils have selected two pieces of art that are displayed in the school. This has supported pupils' curiosity, communication, and exploration
- Introduction of 'sports weeks'. These have enabled pupils to explore sporting activities in the community. Pupils cycled, swam, played football, played mini golf, and went bowling. The impact of these activities was an increased level of engagement and a greater understanding of the importance of exercise and movement for pupils with additional needs.



## Bromley Trust Academy >>

**Midfield Campus – Midfield Way, Orpington, Kent BR5 2QL**    **Head Teacher: Rob Freeman**  
**Hayes Campus – Hayes Lane, Bromley, Kent BR2 9EA**        **Deputy Head: Gina Queeley**  
**Blenheim Campus – Blenheim Road, Orpington, BR6 9PH**    **Head of School: Emily Richards**

Bromley Trust Academy (BTA) is a split site provision across three campuses that are based in Bromley, Orpington and St Pauls Cray. The school offers mixed alternative provision for children from the ages of five to 16.

We are proud of our pupils and believe in their potential. We take pride in our achievements, celebrate success and prepare pupils for their next steps.

Pupils are supported to re-engage with their learning and develop their wider skills. Career advice and progression is a priority, ensuring that every young person can achieve their full potential.

BTA was inspected by Ofsted in February 2023 and was recognised as continuing to be a Good provision with Outstanding in the area of Personal Development.

### Primary provision highlights:

- High levels of progress were made in reading, writing and maths
- More children were able to access phonics screening check than have done in previous years
- Pupils have been able to access Math Times Tables Checks
- Fundraising events continue to be a focus in line with our value of community. Charities supported this year include Macmillan, Children in Need, Wear it Pink, Jeans for Genes
- Extremely positive pupil, parent and staff questionnaires including: 100% of children agreeing with; 'The school has high expectations for me in terms of learning and behaviour' and 100% of parents agreeing with; 'My child feels safe at this school' and 'My child is happy at this school'
- Members of staff have continued to support other schools across the Trust, sharing best practice and expertise

### Secondary provision highlights:

- 266 qualifications were achieved by pupils across BTA Hayes and BTA Blenheim
- 100% of students achieved at least one qualification
- 19 Level 2 ICT passes – our highest to date
- 70% of students achieved a grade 4 or higher in GCSE Food Technology
- 86% of students achieved a grade 4 or higher in Art
- 66% of students achieved a grade 4 or higher in Textiles
- 100% of students entered for NCFE L2 Sports and Fitness achieved at least an L2 pass



**Lensbury Way, Abbey Wood, London SE2 9TA**  
**Head of School: Grant Monaghan**

Horizons Academy provides high quality education and support for children and young people in Key Stages 1–4, who have been permanently excluded or are at risk of permanent exclusion from their mainstream school.

We also provide short-term placements in our medical needs provision for pupils who have a current active CAMHS or paediatric consultant referral stating the pupil is not able to attend school 'at this time'.

Every decision we make is with the best interests of the child in mind. We focus on ensuring that all pupils have the best possible experience whilst attending the school.

We do this by creating a positive learning environment, which is built on our core values of Communication, Accessibility, Relationships and Equity (CARE). We focus on our key objectives, which are to: Raise ASPIRATIONS, Develop BEHAVIOURS, Provide an innovative CURRICULUM.

We saw significant improvement across the school during 2022–23 academic year, which has been the result of exceptional hard work and dedication of each member of staff.

### Highlights this year have included:

- 100% of pupils achieved one 1–9 or equivalent pass
- 100% of pupils achieved a 1–9/ L1+ pass in English and 95% achieved 1–9/ L1+ pass in Maths
- 100% achievement in Level 1 Hair and Beauty, Level 1 Construction and Level 1 Sport
- 90% of pupils achieved a Level 2 in Home Cooking skills
- 100% of Year 11 pupils secured positive destinations for September 2023



**London South East Colleges, Bromley – Rookery Lane, Bromley BR2 8HE**  
**Head: Evren Ali**

This provision opened in September 2019, developed in partnership with London South East Colleges, London Borough of Bromley and the secondary schools within the Borough. It supports pupils who are facing challenges in their mainstream school setting by giving them the opportunity to study an alternative curriculum at our college campus in Bromley. Pupils attend the College two days a week, while remaining on single registration at their mainstream school.

Pupils can choose from several vocational areas including: Hair and Beauty, Multi-Skills (Brickwork, Carpentry, Plumbing and Electrics) and Motor Vehicle. This provides the opportunity for pupils to gain a minimum of a Level 1 qualification in their chosen vocation, with a view to giving them clear line of sight to their next steps and to their future career.

### Highlights from the year include:

- We have continued to develop good relationships with our partner schools – who are confident and keen to send their pupils to us
- We have expanded our reach this year, working with the majority of Bromley's schools including Langley Girls, Eden Park High and Coopers
- We are offering high quality vocational teaching from subject specialists, which is giving learners a real head start in their careers
- Learner achievement has been good – 88% overall for Year 10 and 87% for Year 11 across all vocational areas
- 86% achievement in maths and English Functional Skills



## Bexley Music

### Head: Julie Stanning

Once again, it's been a very exciting year for Bexley Music and we are very proud of all our musicians' achievements.

Over 6000 pupils in schools around the borough, in our Trust schools and at our Belmont Academy HQ have been part of our organisation this year. Our teachers have delivered individual, small group and whole class instrumental lessons to over 3000 people each week and it's been wonderful to see so many children and adults taking up instruments and joining our community.

We have run numerous ensembles and choirs in and out of school, catering for children, young people and adults at all levels and all abilities. In addition, we have supported schools through our provision of teachers. They have delivered the Music National Curriculum in schools across Bexley and beyond, teaching almost 5000 children and young people every week.

#### Highlights from the year include:

- Demonstration days to encourage children to take up instrumental lessons
- 'Music at the Movies' – an evening of musical entertainment at The Exchange in Erith, featuring the Bexley Youth Orchestra, Youth Band and the Little Big Band
- Half-term and Easter holiday workshops including singing and steel pans
- Bexley Music Festival – featuring hundreds of children and young people from Bexley Schools
- Associated Board of the Royal Schools of Music (ABRSM) chose Bexley Music musicians to help launch its new, global String Syllabus
- Bexley Music Summer Garden Party – which took place at Belmont Academy
- Music Tours took place to Suffolk, Belgium and Tuscany
- Four Year 13 music students were invited to perform at the Houses of Parliament, at a reception hosted by the MP for Erith and Thamesmead



## Careers Guidance

Our specialist careers advisors work across our schools to help young people understand their progression options, make appropriate choices and secure positive pathways. It is our aim to enhance children and young people's prospects and encourage them to contribute to their communities.

We are ambitious for all our pupils, with the structure of our education group supporting seamless transition into further education, apprenticeships or other chosen pathways. We support pupils to secure and attend work placements with a range of employers, ensuring they get real world experience of working environments and develop crucial employability skills and knowledge.

As a result of this support, we had no NEETs across the Trust – with every single leaver progressing into further education, an apprenticeship or BBA's Key Stage 5 provision.



#### Highlights from the year include:

- Development of our alumni network, with former pupils sharing experience and advice with current pupils
- Wates provided a STEM workshop, including a 'spaghetti tower' activity which required pupils to build a tower of spaghetti working with measurements, resources and budgets
- Visit to a MACE construction site in Greenwich, where pupils experienced a live working environment in the construction industry, speaking to apprentices and learning about a variety of job roles.
- 1:1 careers interviews with Year 11, with 100% gaining a further education placement
- Mock interviews for Year 10 pupils, who were grilled by representatives from DWP and given feedback to support their progression
- National Careers Week activities including talks from employers, LMI information and primary school students dressing as their career aspirations
- Work experience placements for pupils, including nurseries and dental practices
- CV-writing and employability workshops to support pupils taking their next steps after school
- Our first in-house careers fair saw local employers coming into school and speaking to students about pathways into different jobs
- Lab-in-a-Lorry visited BTA, working in partnership with the University of Kingston. Pupils explored STEM careers on this mobile science lab, as well as taking part in practical activities
- The Army came in to give a careers talk and pupils also took part in team building and communication exercises

## Outreach services >>

Our outreach offer has been developed this year, with our Bexley and Bromley teams coming together to create a Trust-wide provision.

This re-structure has enabled us to have an even greater impact on the lives of young people across both boroughs. We have broadened the base of our expertise, enabling us to better meet the huge amount of need in the region.

We have strengthened our relationships with Local Authorities and are now working with increased numbers of schools across the region.

We support primary and secondary-aged children, their schools and their families. Our team focuses on preventing avoidable exclusions and supporting pupils in mainstream settings to access specialist provision where needed.

Our experienced team includes SENCOs, educational psychologists, mentors and behaviour specialists. We deliver a substantial amount of training and CPD to local schools, helping them to develop the skills they need to better manage behaviour and support the varied needs of their pupils.

### Highlights from the year include:

- Our team has trained 1900 staff at schools across Bromley and Bexley
- We supported 266 children and young people at Horizons and Bromley Trust Academy
- We worked with 72% (55/76) of primary schools in Bromley and 89% (17/19) of secondary schools
- We increased the number of primary and secondary schools we work with in Bexley
- We finalised our MOU with the London Borough of Bexley, securing our services with them
- Created and strengthened relationships with key Bexley schools who have traditionally had high exclusion rates

## Section 4

# Financial information

### London South East Colleges

The College continues to achieve strong financial results despite very challenging funding and economic conditions. Total income for the College in 2022/23 increased against 2021/22 figures. The expenditure has increased in comparison to the previous year, mainly on staffing and Estates energy costs. This is due to inflationary pressures, resulting in a reduction in the operating position before exceptional items.

Prior to FRS102 adjustments, the College made a surplus for the year of £888,000 which was an excellent result. The overall financial results of the College show its financial health score to be Good. The College continues to ensure a concerted effort to reduce operating costs, stringently monitoring expenditure and ensuring value for money is achieved.

	2022/23 College £'000	2021/22 College £'000
<b>INCOME</b>		
Funding body grants	38,728	36,337
Tuition fees and education contracts	4,985	5,979
Other grants and contracts	7,363	7,112
Other income	1,725	1,010
Endowment and investment income	717	18
<b>Total Income</b>	<b>53,518</b>	<b>48,113</b>
<b>EXPENDITURE</b>		
Staff costs	32,690	30,159
Other operating expenses	15,419	13,876
Depreciation	4,248	4,248
Interest and other finance costs	273	782
<b>Total expenditure</b>	<b>52,630</b>	<b>49,065</b>
<b>SURPLUS BEFORE FRS102 PENSION COSTS</b>	<b>888</b>	<b>1,391</b>
FRS 102 costs	1,503	3,670
<b>(DEFICIT) / SURPLUS FOR THE YEAR</b>	<b>(615)</b>	<b>(2,279)</b>

### London South East Academies Trust

Despite the challenging economic conditions, our Multi-Academy Trust continues to achieve good annual financial results. The analysis below shows the performance of the Trust for the current and previous year, with it once again achieving a surplus this year, prior to FRS102 pension adjustments.

Heron Academy joined the Trust on 1 February 2023, with £17.2m of inherited assets, accounting for most of the increased surplus before FRS102 adjustments. The remaining balance of £2.1m relates to increases across our other schools, together with receipts of additional capital grants.

The Trust continues to ensure a concerted effort to maximise income, reduce operating costs, and ensure best value is achieved for all pupils.

	2022/23 £'000	2021/22 £'000
<b>INCOME</b>		
Donations and capital grants	4,677	1,309
Transferred from Local Authority on conversion	17,221	0
Funding for the Academy Trust's educational operations	31,037	28,076
Investments	169	(13)
<b>Total income</b>	<b>53,104</b>	<b>29,372</b>
<b>EXPENDITURE</b>		
Charitable Activities	0	0
Academy Trust Educational operations	32,939	28,570
<b>Total expenditure</b>	<b>32,939</b>	<b>28,570</b>
<b>SURPLUS BEFORE FRS102 PENSION ADJUSTMENTS</b>	<b>20,165</b>	<b>802</b>
FRS102 Pension Adjustments	73	2,040
<b>(DEFICIT) / SURPLUS FOR THE YEAR</b>	<b>20,092</b>	<b>(1,238)</b>



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