

Inspire Learning Accountability Agreement 2024/2025



working with



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Mission and Purpose

We believe in working with our learners to create opportunities to help them achieve their life-long potential. We know that young people and adults have different educational starting points, barriers to learning, expectations and aspirations. We take our learners on a high-quality educational journey that seeks to equip them with confidence, skills and attitudes necessary to achieve their aspirations.

“We believe in working with you to create opportunities to achieve your lifelong potential.”

Inspire delivers the Study Programmes and Adult Education Service on behalf of Nottinghamshire County Council.

Inspire has a Learning and Skills committee made up of Inspire board members, key stakeholders, and learner representatives. The service is accountable to the Communities and Public Health Portfolio of Nottinghamshire County Council.

Inspire is a charitable Community Benefit Society, owned and controlled by its members and regulated by the Financial Conduct Authority.

“Listening to you, we create high quality courses for you and your community, bringing us together in friendly and welcoming spaces.”

We do this by listening to our learners and creating high quality courses for them and their community, bringing people together in welcoming and friendly spaces.

We know that, for some people, re-engaging in education can be difficult and worrying. We create a culture in which learners feel comfortable enough to start and continue their further education with like-minded peers.

We deliver provision broadly categorised into three main areas:

Non-Accredited Adult Learning

Working in partnership to identify local needs across the county, with organisations such as Job Centres and the councils, we help to identify skills gaps in local labour markets and provide training to upskill the local community. Our non-accredited courses are designed for everyone aged 19 and above. We inspire and help people to develop their skills, interests, confidence and wellbeing. We deliver Family Learning courses that are designed to help parents, carers and relatives to understand how they can better support and engage with their children, whilst developing their own skills at the same time. This can either be as an adult-only course, or jointly with the children.

Accredited Adult Learning

We deliver a wide range of employability and accredited courses in a variety of venues across Nottinghamshire and online. Our courses help people to: improve their maths, English and ESOL (English for speakers of other languages) skills; gain a relevant qualification to help them progress in their employment or education; grow in confidence; and gain the functional skills they need in everyday life and to play a meaningful role in their community.

Study Programmes for Young People

Our Study Programmes (Inspire College) provide employability, personal and social development, and vocational courses for young people across Nottinghamshire who would otherwise be NEET (not in employment, education or training). Our curriculum provides learners with high levels of individual pastoral support, along with the knowledge, skills and experiences that prepare them for life as responsible citizens and help them gain access to further learning and/or employment. We offer specific courses for young people with high needs.

Strategic Aims and Objectives

Inspire aims to provide high-quality learning opportunities for Nottinghamshire's young people and adults. We do this through 6 core aims:

Our core strategy:

1. Inclusion and Access for All
2. Achievement and Progression
3. Quality and Continuous Improvement
4. Value for Money
5. Growth and Sustainability
6. Community Development

Inclusion and Access for All

All of our learners will feel welcome, included, and be able to enrol onto a range of courses that meet their needs. Over half of our learners are from areas of high deprivation.

Achievement and Progression

We endeavour to help all of our learners achieve their personal aims and progress to their desired next steps. 91.1% of our adult learners and 80.0% of our 16-18 year olds achieve the qualifications they enrol onto.

Quality and Continuous Improvement

We are passionate about providing the best possible learning experience and always look for ways in which we can improve our service and learner experience.

Value for Money

We seek to deliver our offer efficiently and cost effectively, without compromising quality. A recently commissioned study confirmed a return of investment between £10 and £13 for every £1 invested in our service.

Growth and Sustainability

We will grow our learning offer geographically and expand our curriculum, ensuring the service is both financially and environmentally sustainable.

Community Development

We work closely with community groups, the councils and local agencies, working in partnership to build and strengthen our curriculum offer.

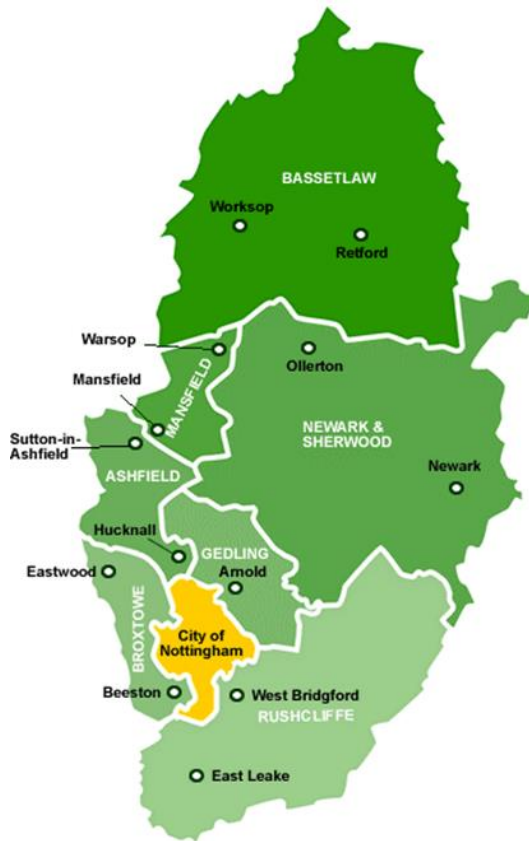
Community Context

About Nottinghamshire

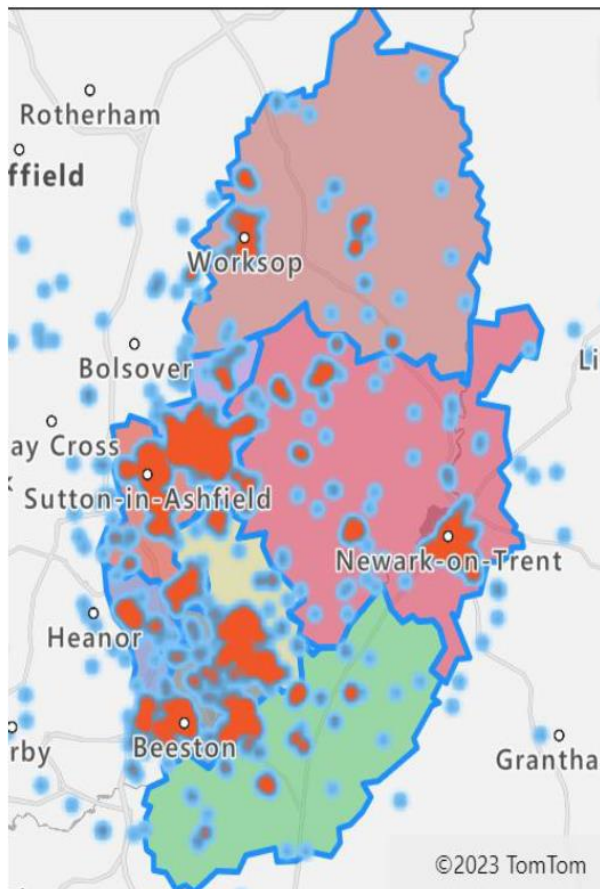
Nottinghamshire has a population of 826,300. Of these, 407,600 (78.1% of 16–64-year-olds) are economically active, which is slightly below the average for Great Britain (78.4%).

The Local Authority of Nottinghamshire is composed of seven non-metropolitan boroughs.

The regional economy was traditionally based on coal mining and manufacturing. Due to the closure of these mines and factories, Nottinghamshire residents, on average, suffer from lower-level transferrable qualifications and skills.



Challenges and Needs



Heat map showing Inspire Learning's geographical distribution of learners.

Qualifications of working age (16-64) adults in Nottinghamshire

- 7.5 % have no qualifications
- 43.6% have a qualification at level 4 or above, this compares with 47.3% nationally
- 62.7% have a level 3 qualification or higher, compared with 67.8% nationally
- 14.7% do not have a level 2 qualification. This compares with 13.5% nationally.

Employment

- 43,800 (15.5%) of households in Nottinghamshire are workless, compared with 13.9% nationally
- 111,500 (22.2%) of 16–64-year-olds in Nottinghamshire are economically inactive. Of these, 13.1% want a job. The other 86.9% (96,900) do not want a job. This compares nationally with an economically inactive rate of 21.2%

Four out of the seven Nottinghamshire districts are classed as Social Mobility Cold Spots (2016 Social Mobility Index), meaning that there is low social mobility in these areas and poor children are more likely to become poor adults.

Approach to Developing the Plan: Key Stakeholders and Partners

Our approach to developing the curriculum offer is formed through our experience of working with a wide range of interested stakeholders and learners. We aim to provide a broad and rich curriculum offer, accessible across the whole of Nottinghamshire, reviewed at least annually, and in some cases termly. Through regular meetings with the local careers advice service, we are able to respond quickly to unmet demand and trial innovative new provision at speed. By meeting with local Job Centre Plus colleagues, we tailor learning to local need and create learning opportunities that residents otherwise would not be able to access. By working with local colleges, we ensure there is no duplication of learning; wherever this is identified, we meet to agree actions to prevent this.

Key External Stakeholders

- Nottinghamshire County Council
- The seven Nottinghamshire District and Borough Councils
- The Education and Skills Funding Agency (ESFA) territorial team
- Employers
- Futures for You
- Department of Work and Pensions and Local Job Centre Plus agencies
- Community and voluntary organisations

Other Local Providers

- West Nottinghamshire College
- Portland College
- Nottingham College
- North Notts College (RNN Group)
- Newark College (The Lincoln College Group)
- Academy Transformation Trust Further Education

Key Objectives and Targets 2024/25

D2N2 LSIP Actionable Priorities ¹	Aims and Objectives	Actions	Status 2023/24	Target 2024/25	Deadline(s)
1, 8	1. Deliver Level 1 and Level 2 Legal Entitlement and Local Flexibility provision to hard-to-reach adults in Nottinghamshire.	Deliver accredited qualification in Maths, English, ESOL, IT, Employability Skills and Level 2 and 3 vocational qualifications.	On track to deliver 900+ enrolments	1,000 enrolments	Fully delivered by July 2025
1, 2, 4, 6, 8	2. Deliver a high quality and accessible non-accredited, community learning funded adult offer in all seven Nottinghamshire districts.	Increase adult learning participation in non-accredited courses, in line with the seven community learning priorities.	On track to deliver 4,100+ enrolments	4,500 enrolments	Fully delivered by July 2025
1, 6	3. Build on non-accredited provision by developing progression routes from community learning provision into accredited learning.	Ensure that learners on all community learning courses have a 'next steps' advice session with reference to accredited courses delivered by Inspire and other local organisations.	Early stages of vocational mapping exercise commenced	Map all vocational areas	April 2025 for the 2025/26 academic year
1, 8, 14, 18	4. Develop learners' transferable employability skills across 16-18 Study Programmes and 19+ Adult Learning curriculum.	Ensure that learners are developing their transferable employability skills on all Inspire provision. Review how effectively this is embedded into all curricula.	All schemes of work refer to the embedding of employability skills	Quality review into the how effectively these are embedded	December 2024
1, 2, 6, 8	5. Deliver relevant National Skills Priorities within Adult Learning and Education Programmes for Young People.	Construction, Health and Social Care, Digital and Technology, Science and Mathematics, are the four main vocational national priorities that Inspire will deliver in 2024/25	Curriculum in development regarding 2024/25 academic year	Continue to review with the district offer	December 2024

¹ Derbyshire and Nottinghamshire Local Skills Improvement Plan , available online

1, 2	6. Deliver Level 3 Free Courses for Jobs (FCFJ) and Skills Bootcamps.	Deliver accredited learning to Nottinghamshire adults in line with the Level 3 Free Courses for Jobs and Skills Bootcamps offer.	On track to deliver the £45,000 contract in year	Exceed the £45,000 FCFJ contract	End of the 2024/25 Academic Year
1, 2, 6, 8	7. Reduce the number of Nottinghamshire young people who are not in education, employment or training (NEET) and close the educational attainment gap.	Develop partnerships with local schools, colleges and referral organisations. Maintain marketing focus through social media and local advertising. Develop a 'Transitions' programme that supports young people to re-engage in education.	Increased Young People from to 271 in 22/23 to 296 in 23/24	Enroll at least 300 Young People onto Study Programmes	300 learners enrolled by April 2025
	8. Continue to provide the highest quality of learning and improve achievement rates across all aspects of the service.	Continue to improve upon the current successful achievement rate through a robust quality assurance process.	College 80.8% (2022/23) Adult Learning 91.1% (2022/23)	College 81.5% Adult Learning 91.1%	End of 2024/25 academic year ²

² publication of National Achievement Rate Tables will be March 2026

Relevant Supporting Information

Our service is informed by a range of existing partner and stakeholder strategies, including:

- The Nottinghamshire Plan 2021-2031 [here](#)
- Inspire's Forward Plan 2022 - 2026 [here](#)
- Levelling Up White Paper, click [here](#)
- Skills for Jobs: Lifelong Learning for Opportunity and Growth White Paper, click [here](#)
- A healthier future for Nottingham and Nottinghamshire (part of the Sustainability and Transformation Plan), click [here](#)
- UK Shared Prosperity Fund, click [here](#)
- New Challenges New Chances: Further Education and Skills System Reform Plan 2011; Department of Business Innovation and Skills, click [here](#)
- Derbyshire and Nottinghamshire Local Skills Improvement Plan (LSIP), click [here](#)