



Sixth Form Colleges
Association

THE VOICE OF SIXTH FORM EDUCATION

ANNUAL REPORT

2019 – 2020



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WELCOME

A year when the sector came together to celebrate success and face up to significant challenges.

The year started, hot on the heels of another summer of examination success, with young people in sixth form colleges outperforming their counterparts in almost every other sector in most key indicators, with very good news emerging from the government's spending round. An uplift in the base rate, albeit less than had been called for, was the first for almost a decade and reflected the tremendous impact of the Raise the Rate campaign, in which SFCA had brought together schools and colleges in an unprecedented coalition of partners sharing a common determination to address post 16 funding levels. Further, SFCA successfully pressed for a broad interpretation of high value / high cost courses that would deliver important additional funding streams for the sector.

With a Secretary of State who had first-hand experience of a sixth form college education, and who showed his support for the sector by appearing at both its Winter and Summer Conferences, with a sector united in its active participation in pressuring the government, and with a carefully crafted presence in the media, sixth form education enjoyed an unusually high profile and this augured well for the spending review scheduled for later in the year.

The Sixth Form Colleges Association welcomed a number of new members and the family of colleges was made up of a growing number of academies, free schools, tertiary colleges and GFE colleges. The increase in numbers and diversity had the benefits of enriching the conversation and building the strength, reach and influence of the Association so that it could act ever more effectively on behalf of all of its members. The continued good news about SFCA's robust financial position meant that there was no increase at all in membership subscription fees, even though more services than ever were made available to colleges. These included the well-received Established Principals' Symposium and the Middle Leadership Team Programme.

Through the National Joint Council, SFCA successfully concluded a difficult set of pay negotiations, reaching agreement on a one-year pay deal for teachers and two-year pay deal for support staff. And of course, we continued to provide bespoke advice and support to members on issues ranging from inspection to funding and governance to curriculum, while working hard to influence policy in all of these areas, and many more.

In addition, SFCA negotiated significant cost savings, such as the hugely reduced Adobe license fees, refinements to the Apple purchasing portal and a range of discounted legal services for all members.

The financial outturn for 2019 – 2020 saw an improvement on budget and the result is that the association has once again been able to further

increase its reserves, ensuring that it is even more well-placed to provide robust support for the sector in the future.

When Covid-19 introduced its new set of particular challenges, the sector and the association responded with their accustomed energy, creativity, resilience and unity. Colleges migrated successfully to a digital curriculum; they looked after countless vulnerable young people, and all their staff; they adapted to the fast-changing landscape and made every effort to ensure as many as possible could return to college at the earliest opportunity. SFCA delivered a digital summer, continuing with almost all its scheduled activities, including the Art Exhibition and the Summer Festival, and supporting all regional, network and council meetings so that the SFCA family remained in touch, united, and supporting each other. The digital summer was a great success, with more colleges and more staff participating in more activities than ever before.

SFCA developed a dedicated Covid-19 resource hub and support centre on its website, and engaged in almost daily meetings with Ofsted, Ofqual, exam boards, ministers and civil servants to ensure that policy decisions and directions would take into account the qualities, circumstances and needs of colleges.

The association has been overwhelmed at times by all the messages of appreciation and support that it has received and is pleased to have been able to make some contribution to the exceptional work done by colleges, as they continue to provide a high quality education to young people from all walks of life as they strive to secure the best opportunities in the next stage of their lives.

The coming year is not going to be easy. Making sense of 2020 examination results, securing the right enrolment profile, preparing for exams this Autumn and next summer, blending onsite and offsite learning, and keeping everybody safe are going to preoccupy colleges. SFCA will continue to provide the services that colleges need and in a medium that works for members, not just in the context of the immediate landscape, but also with the need to develop specialist 16-19 expertise – through research, collaboration and professional learning – and to build further the quality of sixth form education for thousands of young people who deserve nothing less than the best.

Bill Watkin
Chief Executive

Nick Burnham
Chair of Council

ABOUT SFCA

The Sixth Form Colleges Association is the established voice of dedicated sixth form education and the hub of a national network of sixth form providers.

SFCA represents all designated Sixth Form Colleges and 16 to 19 academies in England, as well as a growing number of FE colleges and 16-19 free schools. Our members are responsible for over a fifth of the A levels delivered in England each year and help their students to achieve better exam results than all other non-selective providers.

Our Vision

All sixth form students deserve the very best educational experience that inspires them and sets them up for life. A flourishing network of dedicated sixth form colleges will make this a reality.

Our Purpose

Our role is to strengthen sixth form education by being a powerful advocate of dedicated sixth form colleges, and by supporting our members to deliver a first-class education to their students.

Our Strategic aims

1. extend the association's reach and influence
 - grow our membership
 - develop our partnerships
 - work closely with our stakeholders
2. strengthen performance in sixth form colleges
 - offer high quality CPD
 - build effective networks
 - contribute to thought leadership
 - respond to bespoke and contextual needs
3. provide the right services of the right quality, and meet all the expectations that a college might have of its association
 - clear and open communication channels with members
 - coherent relationships between the association's centre and regional networks
 - responsive, flexible, creative and fleet-footed
4. support workforce development in sixth form colleges through
 - comprehensive and data-driven research
 - collective bargaining that is fair and responsive to the needs of the sector
 - specialist expert advice and guidance in HR and employment law
5. champion the sixth form college model, with its
 - specialist 16-19 focus
 - financial efficiencies
 - exceptional governance
 - breadth of curriculum, both in and out of the classroom
 - excellent outcomes for students
6. inform and influence stakeholders' perception and understanding of sixth form colleges
 - work closely with politicians and policy-makers
 - maximise our impact in the media
 - build key strategic and commercial partnerships in education and business
7. shape policy thinking and decision-making, keeping our members and sixth form education at the heart of the debate and the agenda
8. facilitate opportunities for sixth form colleges to engage in system leadership and to make an impact on outcomes for all sixth formers

WHAT WE DO



SFCA COUNCIL AND COMMITTEE STRUCTURE

The work of the Association is supported and guided by the SFCA Council that meets on a termly basis.

Governors and Principals from all seven SFCA regions and the Roman Catholic colleges are represented on the Council. A Finance and General Purposes Committee of five Council members monitors the work of the SFCA Executive in more detail.

The work of the SFCA Executive is also supported by three policy committees: Funding, Curriculum and Quality, and Governance. The Chairs of these policy committees are members of the Council and membership is drawn representatively from each region.

Two negotiating committees of principals and governors support the SFCA Executive in taking forward the vital work of negotiating national pay and conditions with the trade unions that represent teaching and support staff.

A list of SFCA Council members can be found on the SFCA website: www.sixthformcolleges.org/387/council-committees

Network groups

SFCA has a number of specialised network groups that meet on a regular basis to focus on specific issues. During 2019/2020 there were meetings of the Higher Education network group and Vocational network group.

OUR MEMBERS

SFCA represented 106 dedicated sixth form providers, including all designated Sixth Form Colleges and a growing number of 16–19 academies, 16–19 schools and 16-19 free schools. A number of further education and tertiary colleges are also members of SFCA.

North-West Region

- 1 Aquinas College •
- 2 Ashton Sixth Form College
- 3 Birkenhead Sixth Form College
- 4 Bolton Sixth Form College
- 5 Cardinal Newman College •
- 6 Carmel College •
- 7 Connell Co-op College
- 8 The Cheadle and Marple Network
- 9 Holy Cross College •
- 10 Hugh Baird College (South Sefton Campus)
- 11 Loreto College •
- 12 Nelson and Colne College
- 13 Oldham Sixth Form College
- 14 Priestley College
- 15 Rochdale Sixth Form College
- 16 Runshaw College
- 17 St John Rigby College •
- 18 St Mary's College, Blackburn •
- 19 Salford City College
- 20 Sir John Deane's College
- 21 Southport College
- 22 The Blackpool Sixth Form College
- 23 Winstanley College
- 24 Xaverian College •

North-East Region

- 25 Barnsley College
- 26 CAPA College
- 27 Dixons Sixth Form Academy
- 28 Durham Sixth Form Centre
- 29 Elliot Hudson College
- 30 Franklin College
- 31 Greenhead College
- 32 Huddersfield New College
- 33 John Leggott Sixth Form College
- 34 Longley Park Sixth Form College
- 35 New College Bradford
- 36 New College Doncaster
- 37 New College Pontefract
- 38 Newcastle Sixth Form College
- 39 Notre Dame Catholic Sixth Form College •
- 40 Queen Elizabeth Sixth Form College
- 41 Scarborough Sixth Form College
- 42 Bede Sixth Form College
- 43 Prior Pursglove and Stockton Sixth Form College
- 44 Thomas Rotherham College
- 45 Wilberforce Sixth Form College
- 46 Wyke Sixth Form College

Midlands Region

- 47 Billborough Sixth Form College
- 48 Cadbury Sixth Form College
- 49 Cirencester College
- 50 City of Stoke-on-Trent Sixth Form College
- 51 Gateway Sixth Form College
- 52 Hereford Sixth Form College
- 53 Joseph Chamberlain Sixth Form College
- 54 King Edward VI College Nuneaton
- 55 King Edward VI College, Stourbridge
- 56 Newcastle and Stafford Colleges Group
- 57 Shrewsbury Colleges Group
- 58 Solihull Sixth Form College
- 59 Worcester Sixth Form College
- 60 Wyggeston and Queen Elizabeth I College

East Region

- 61 Abbeygate Sixth Form College
- 62 East Norfolk Sixth Form College
- 63 Hills Road Sixth Form College
- 64 Long Road Sixth Form College
- 65 Luton Sixth Form College
- 66 One Sixth Form College
- 67 The Sixth Form College, Colchester
- 68 USP College

London Region

- 69 BSix Sixth Form College
- 70 Christ the King Sixth Form College •
- 71 City and Islington College
- 72 Coulsdon Sixth Form College
- 73 Haringey Sixth Form College
- 74 Havering Colleges Sixth Form
- 75 Leyton Sixth Form College
- 76 Newham Sixth Form College
- 77 St Charles Catholic Sixth Form College •
- 78 St Dominic's Sixth Form College •
- 79 St Francis Xavier Sixth Form College •
- 80 Shooters Hill Sixth Form College
- 81 Sir George Monoux College
- 82 William Morris Sixth Form
- 83 Woodhouse College

South-East Region

- 84 Bexhill Sixth Form College
- 85 Brighton Hove and Sussex Sixth Form College
- 86 Esher Sixth Form College
- 87 Godalming College
- 88 Reigate Sixth Form College
- 89 The College of Richard Collyer
- 90 Varndean College
- 91 Woking College

South-West Region

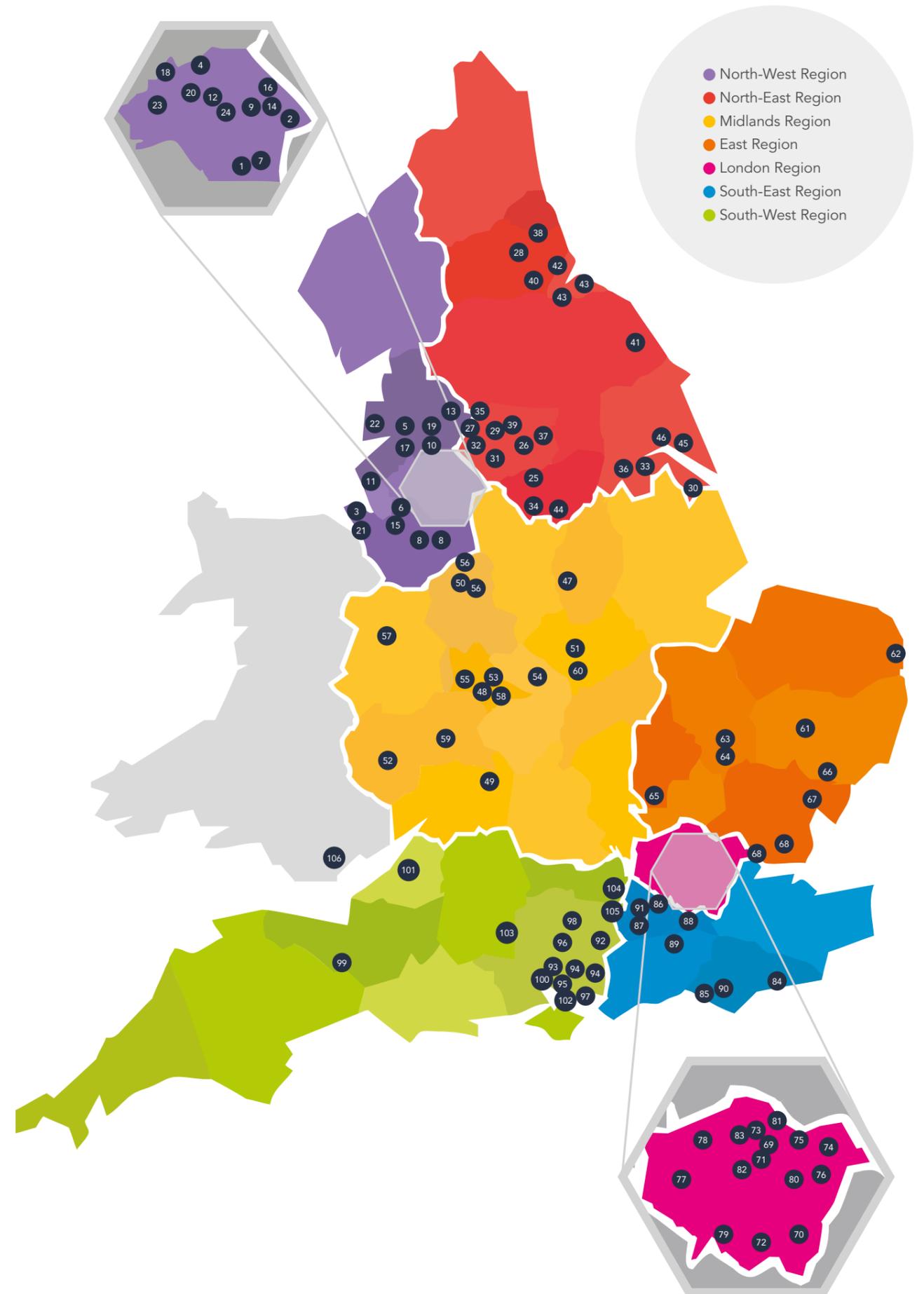
- 92 Alton College
- 93 Barton Peveril Sixth Form College
- 94 Havant and South Downs College
- 95 Itchen Sixth Form College
- 96 Peter Symonds College
- 97 Portsmouth College
- 98 Queen Mary's College
- 99 Richard Huish College
- 100 Richard Taunton Sixth Form College
- 101 St Brendan's Sixth Form College •
- 102 St Vincent College
- 103 Salisbury Sixth Form College
- 104 The Henley College
- 105 The Sixth Form College Farnborough

Wales

- 106 St David's Catholic Sixth Form College •

Our Roman Catholic Sixth Form Colleges are indicated by a •

* The membership list is correct at the time of going to print – October 2020



2019/20 – AN OVERVIEW

September

The Government announce in their spending round their plans to invest an additional £400 million in 16-19 education during 2020/21. Furthermore, following the raise the rate campaign, the Secretary of State confirms that the government will invest £190 million to raise the base rate of funding, from £4,000 to £4,188.

October

A very successful Ofsted conference takes place in London focusing on the new Education Inspection Framework. Government announce that a general election will take place in December. SFCA produce manifesto making a strong case for commitments to raise the rate and retaining AGQs. A positive meeting with officials from HMRC takes place – SFCA raise concerns facing members including calculating and paying tax, such as VAT, the process of academisation and transferring assets, and corporation tax liabilities. CIF bidding workshop takes place.

November

The Government announce that a number of A level and AGQs will be in scope for significant funding uplift in 2020/21 which will benefit all SFCA members. A successful Curriculum conference takes place in Birmingham.

December

The Conservative party wins the general election. Gavin Williamson MP remains as the Secretary of State for Education.

January

The Secretary of State opens the SFCA Winter conference and provides members with a keynote address. SFCA produce SFCA key priorities document with four key campaign objectives for 2020 including raise the rate, protect AGQs, boost capital funding and reform the process for establishing new sixth form provision. The new SFCA middle leadership team programme commences.

February

A successful academy workshop takes place. AGM of the APPG for sixth form education takes place. Dame Diana Johnson MP (Labour, Kingston upon Hull North) and Jason McCartney MP (Conservative, Colne Valley) are elected as Co-Chairs. SFCA open applications for their annual awards for 2020. A very successful and well attended raise the rate Westminster Hall debate takes place. The daily analysis produced by UK MP Tweets shows that #RaisetheRate was the hashtag most used by MPs on that day. SFCA meets with the Secretary of State and apply more pressure to raise the rate. SFCA responds to Ofsted's consultation on removing Outstanding exemption from inspections.

March

A successful SFCA Funding and finance conference takes place. Covid-19 pandemic escalates with the UK going into lockdown and all schools and colleges asked to close to most students until further notice. Colleges start teaching remotely online. SFCA quickly establish a Covid-19 hub and resource centre. Ofsted officially halt routine inspections. SFCA responds to Ofqual consultation on marking for general qualifications in Summer 2020.

April

Ofqual announce their plans for summer awarding 2020 stating that summer exams will be cancelled and will be replaced with calculated grades based on a centre assessment grades for each students. SFCA launch a digital summer moving all regional meetings and events online. SFCA deliver a successful free online webinar in partnership with Stone King on the legal implications colleges face in relation to Covid-19. SFCA publish working time arrangements survey report. SFCA responds to Ofsted consultation on reforming Ofsted inspection complaints process.

May

SFCA responds to Ofqual's consultation on marking for vocational and technical qualifications in summer 2020. Government announce that schools and colleges to re-open partially and to only certain year groups from 15th June. SFCA produce a one page funding summary highlighting the need for two further priorities in light of the Covid-19 crisis – greater certainty on future funding levels and great flexibility in delivery. A successful making use of data webinar takes place.

June

A well-attended summer festival takes place with over 300 delegates in attendance over the 3 days. GDPR exam grading system webinar takes place. National art exhibition: *at home* showcasing the talent amongst colleges is launched and featured on the BBC website. SFCA announce new partnership with Adobe saving colleges nearly £100k. SFCA delivers employment law webinar.

July

After much lobbying, the Government announce that SFCs are eligible for free school meals over the summer. DfE publish their guidance on re-opening from September.

August

SFCA secures major national press coverage during the controversy over A level results, leading the agenda by rapidly producing research to show that the sector was unfairly penalised by the Ofqual algorithm and contributing significantly to the eventual U-turn. Successfully lobbied behind the scenes for clarification from Ofqual on the CAG process and its relationship to historical data. Responded to Ofqual consultations on A level and GCSE exam arrangements in Summer 2021 and the awarding of VTQs in Summer 2021.



CHAMPIONING MEMBERS

The Association champions and represents the interests of members at a wide range of formal and informal meetings with politicians, government officials and stakeholders, including DfE, HM Treasury, Downing Street, ESFA, awarding bodies, Regional Schools Commissioners and Ofqual. SFCA has also produced statements, consultation responses, blogs, media articles and opinion pieces.

Examples of consultation responses this year can be found below:

Consultations

Ofsted's removal of the outstanding exemption consultation

February 2020

National Audit Office's value-for-money study on managing colleges' financial sustainability consultation

February 2020

Ofqual's marking for general qualifications in Summer 2020 consultation

March 2020

Ofsted consultation on reforming the complaints process

April 2020

Ofqual's marking for vocational and technical qualifications in Summer 2020 consultation

May 2020

Ofqual's A level and GCSE exam arrangements in Summer 2021 consultation

July 2020

Ofqual consultation on the assessment and awarding of Vocational, Technical and other General Qualifications in 2020 and 2021

August 2020

SFCA in the news

SFCA has maintained a high profile in the trade and national press with the media requesting comments on many major education stories. We have featured heavily in TV, radio, print and online outlets.

Some examples include:

Protect BTECs and boost sixth-form funding say colleges

TES, November 2019

Williamson pledges to work 'hand in glove' with sector to argue for more funding

FE Week, February 2020

Sixth-form students use art to express life in lockdown

BBC, June 2020

The government must address 'inexplicable variations' in sixth form colleges' a-level results

Schools Week, August 2020

A levels results: almost 40% of teachers assessments in England downgraded

The Guardian, August 2020

Temporary schools to be built to meet surge in demand for A level places

The Telegraph, March 2019

A-level and GCSE students to have downgraded results restored

Financial Times, August 2020



INCREASE FUNDING FOR SIXTH FORM EDUCATION

[RaisetheRate.org.uk](https://raisetherate.org.uk)
#raisetherate

Funding Campaign

SFCA has continued to lobby for fairer funding for sixth form colleges. The Autumn spending round brought some much-needed good news. We were pleased that our work on the Raise the Rate campaign led to the first increase in the base rate of 16-19 funding since 2013. SFCA was also able to secure a broad interpretation of high value/high cost courses that delivered around the same amount of additional funding to colleges as the base rate rise to £4,188 per student. Leading up to 2020 3 year spending review, a variety of campaign activities have taken place including securing Westminster debates and coordinating letters from MPs to the chancellor. We will continue to pursue this and our campaign to 'Create the Capital' ahead of the 2020 spending review. Dedicated capital funding for sixth form providers, particularly for expansion funding, has never been needed more.

Retaining Applied General Qualifications

SFCA continues to lobby on behalf of colleges to retain applied general qualifications. While the roll out of T levels continues, concerns have been raised about the future of Applied General qualifications. The Association has made it clear to the government that students should not end up with a binary choice of A levels or T levels. Applied General qualifications provide an essential alternative route for students wishing to progress to university or skilled employment and help to develop problem-solving, communication and other skills.



STRENGTHENING MEMBERS

SFCA's membership has continued to evolve from mainly designated sixth form colleges to a range of 16-19 institutions including FE and Tertiary colleges, 16-19 free schools, 16-19 schools and 16-19 academies. To date, 25 Sixth Form Colleges have adopted academy status.

High quality sixth form provision is at the heart of all member institutions and is the glue which binds the sector together. SFCA recognises the importance of strengthening the sector and its members by providing networking opportunities, learning and specialist support. This year, SFCA repeated the success of the leadership development programme to help grow talent within the sector. The programme is designed for senior staff that aspire to be a principal. Feedback from previous cohorts has been universally positive.

This year we have also introduced a middle leadership team programme delivered on-site and tailored specifically for college middle leaders. Colleges were given a choice of 5 modules to choose from and training was led by expert leadership coaches and experienced colleges principals. A total of 7 colleges took part in the programme and we aim to continue the programme in 2020/2021.

In 2019/2020, the Association continued to offer a range of services aimed at providing opportunities for members to network with peers in colleges and develop and share ideas, strategies and resources. These included:

For governors

- A series of webinars on a range of issues including strengthening board leadership and examining the core indicators of strong financial oversight of governing boards
- Online platforms for Governors and Clerks
- Bespoke guidance documents on topics such as conflicts of interest

At home exhibition

- A National Sixth Form Colleges Art Exhibition
- Widespread interest from colleges and the public with national coverage from BBC

Occasional Papers

- A half-termly publication, authored by field-leading experts
- An easy-to-read overview of some of the key considerations facing colleges

Middle Leadership programme

- 5 tailored sessions delivered on-site in college to the entire middle leadership team
- A range of modules to choose from delivered by dedicated expert trainers



SUPPORTING MEMBERS

Covid-19

The latter part of the year has been dominated by the unprecedented circumstances colleges have faced as a result of Covid-19. In March, schools and colleges moved most of their delivery online with summer exams replaced with an alternative assessment methodology.

SFCA supported colleges throughout this period and undertook a range of activities to ensure students were not disadvantaged. We quickly established a dedicated Online Learning Hub for members to share good practice in lockdown learning, a Covid-19 advice page to provide a summary of the latest relevant guidance, and communicated updates to members via Hub 6 virtually every day. SFCA met with Department officials and Ministers on a daily basis to ensure that colleges' needs and queries could not be ignored.

During this time, SFCA also continued to deliver a programme of events and regional meetings as planned which helped aid peer learning and sharing of advice and best practice – vital at such a crucial time.

August was dominated by the controversy surrounding A levels results. Through targeted research, SFCA was able to demonstrate that the sector was unfairly penalised by Ofqual's algorithm. Extensive national press coverage and lobbying saw the eventual U-turn which ensured students were not disadvantaged this year. Our subsequent intervention ensured that parents and students understood that CAGs were developed in line with advice from Ofqual, and were not the same as predicted grades.

Members said...

" Absolute fantastic work by you and the team, with reference the A level debacle.

The ability to get information from the colleges at such short notice, and then to be able to present solid evidence of injustice, resulting in the Government finally doing the right thing, excellent performance!

This shows the SFCA representing the sector like no other, and makes one proud to be associated with it. Well done!"

Alan Foster, Vice-Chair of the Corporation at Wilberforce Sixth Form College and SFCA Council member

" Of course we all want a sensible end to this debacle but, whatever the outcome, you could not have done more - thank you. You have transformed the SFCA to a top class association which is part of a genuine "levelling up" agenda and I for one, as I bow out, am immensely grateful."

Stella Flannery, Principal, St Francis Xavier College

" I just wanted to say thank you for the work you did on the CAGs U-Turn. So many students are facing a better and fairer prospect as a result, especially those from economically disadvantaged communities such as the one we serve."

Holly Bembridge, Vice Principal Curriculum, Sir George Monoux College

SUPPORTING MEMBERS

Publications

The Association produced a range of publications to support members during 2019/20.

Some examples of our publications are outlined below:

Spending Review Submission – 2019

SFCA Priorities 2020: Covid-19 Update – 2020

Sixth Form Colleges: Key Facts and Figures – 2020

Six Dimensions Project Report – 2020

Working Time Arrangements Survey – 2020

APPG Sixth Form Education Budget Submission – 2020

SFCA Priorities – 2020

Election Manifesto – 2019

Occasional Papers on digital strategies, marketing, and creativity

Events and workshops

Over 20 workshops and conferences took place during 2019/2020. Despite Covid-19, all events continued as planned via online platforms. Examples of our events are included below:

SFCA Summer Festival via bespoke online platform 17th – 19th June 2020

“ How you’ve managed to achieve this virtual conference to such high spec is a real credit to the whole SFCA team - thank you.”

“ Thank you for putting together such a wide ranging programme with very good presenters. I have taken a great deal from the three days, after such a challenging time in recent months you have helped to reignite some inspiration and ideas. Thank you to SFCA for your hard work in organising such a flawless and interesting conference and for your continued outstanding leadership in this sector. I salute you all!!”

“ SFCA team delivered an excellent summer festival. A really impressive, varied, line up of speakers.”

Clerks Conference 29th January 2020

“ All presenters were knowledgeable, interesting and content was appropriate, in particular they all focused on the role of the Clerk and not just college in general. This was very much appreciated.”

“ Everything was relevant (which I have never said about any other conference I have ever attended). I will be feeding back to colleagues immediately.”

“ I have been coming to this conference for several years and thought that this was the best one yet. Excellent speakers, wide range of content and the sessions really encouraged discussion and sharing of experiences.”

SFCA Governance webinars – 8 webinars took place during the course of the year

“ This programme has been particularly useful and topical. Essential watching to see if your Board is on the right track.”

“ They provide a good and valuable resource for keeping members informed about changes, developments and practices in the sector. I have been confident in recommending them to all my members as the quality has been very good and some have been exceptional.”

“ I have shared with all senior leaders, trustees and governors and highly recommended to watch either each session or the session relevant to their work, committee or link governor role.”

General advice and guidance

The SFCA team provides advice and guidance to members on a wide range of issues. We respond to queries on a daily basis on areas such as funding, curriculum, governance and more recently, Covid-19. This year, saw the introduction of the new education inspection framework. We provided dedicated support to colleges before, during and after their Ofsted inspections, this included producing bespoke data reports for all inspected to help aid the inspection process. We also facilitate peer learning by matching colleges with particular issues with colleges that we know have relevant expertise. We are increasingly advising colleges on structural change and members are encouraged to contact the Association prior to embarking on any major reforms.

Governance support

SFCA is fully committed to ensuring colleges benefit from robust and strategic governance. The SFCA Governance Policy Committee continues to provide a national voice for sixth form college governance and the team continues to support and attend governance strategy days. A range of support has been developed throughout the year including online member resources and guidance notes, and online networks for chairs and clerks to share best practice and matters of interest. SFCA has produced, in partnership with external experts, bespoke guidance documents provided free to colleges. SFCA has also delivered the highly valued programme of governance webinars during the year, and will deliver more bespoke governance webinars during 2020/21. For this academic year the sector focussed clerks’ annual conference will take place online on 20 January 2021.

Employment/HR advice and support

SFCA is the custodian and primary source of advice on all matters relating to the pay and conditions of service for teaching staff and for support staff in colleges. The Association can be approached for advice and support on any matter relating to HR/IR and wider workforce issues arising from the legal framework which underpins the sector. A number of SFCA sector specific HR/Employment law update seminars will take place during 2020/21 along with a follow up seminar on the continued application of GDPR for sixth form colleges and 16 – 19 academies. SFCA will continue to produce regular written employment law updates, and undertake an annual workforce survey to ensure the sector is kept updated on key information and developments.

Industrial relations support and guidance

SFCA provides advice and brokerage on all industrial relations issues that our member colleges’ experience. SFCA works on behalf of the college employers and negotiates with the national officers of the trade unions and, in this capacity, has supported a number of colleges resolve local disputes during the year and will support colleges deal with any fall out from the currently paused National Education Union funding dispute with the Secretary of State and with any difficulties arising from the impact of Covid 19 and full reopening of colleges.

National Pay and Conditions negotiations

SFCA represents colleges as employers in national negotiations with the recognised unions (NEU, NASUWT and UNISON) on pay and conditions of service for teachers and support staff. The Director of HR Services takes on the role of Employers’ Secretary and lead negotiator. Agreements on pay and conditions are sent to each member college and it is for the governors and the principal of each college, as employers, to implement these recommendations. Union pay expectations continue to increase, in part due to increased pay awards being reached across the public sector, particularly the recently announced 2020/21 pay awards of between 2.75% and 5.5% for school teachers and local government workers, the unions main comparator groups for sixth form college pay levels.



FINANCIAL REPORT

INCOME STATEMENT FOR THE YEAR ENDED 31ST JULY 2020

	2020	2019
TURNOVER	£1,746,364	£1,820,112
Administrative expenses	£1,663,567	£1,677,022
OPERATING SURPLUS	£82,797	£143,090
Interest receivable and similar income	£10,753	£6,523
SURPLUS BEFORE TAXATION	£93,550	£149,613
Tax on surplus on ordinary activities	£2,043	£1,239
SURPLUS FOR THE FINANCIAL YEAR	£91,507	£148,374

1. Turnover and administrative expenses include £687,006 (£667,280 prior year)
Copyright Licencing Agency fees

FINANCIAL REPORT

BALANCE SHEET 31ST JULY 2020

	2020	2019
FIXED ASSETS		
Intangible assets	£7,538	£13,191
Tangible assets	£5,537	£9,287
	£13,075	£22,478
CURRENT ASSETS		
Debtors	£301,523	£428,440
Cash at bank	£2,254,898	£1,936,514
	£2,556,421	£2,364,954
CREDITORS		
Amounts falling due within one year	£1,728,542	£1,637,985
NET CURRENT ASSETS	£827,879	£726,969
TOTAL ASSETS LESS CURRENT LIABILITIES	£840,954	£749,447
PROVISIONS FOR LIABILITIES	-	-
NET ASSETS	£840,954	£749,447
RESERVES		
Income and expenditure account	£840,954	£749,447

The financial statements have been prepared in accordance with the provisions of Part 15 of the Companies Act 2006 relating to small companies.

The financial statements were approved by the Board of Directors on 2nd December 2020 and were signed on its behalf by:



Mr N Burnham
Chair of Council

FINANCIAL REPORT

ADMINISTRATION EXPENSES

	2020	2019
Staff salaries	£528,569	£489,748
Staff social security	£56,665	£48,702
Pensions	£48,349	£46,293
Staff training	£600	£2,662
LGE contract	£833	£833
Accountancy fees	£21,753	£36,275
Recruitment	£9,000	£1,800
Council and Committee expenses	£12,688	£20,841
Executive expenses	£4,720	£15,513
Research and public relations	£36,291	£39,364
Conference expenses	£33,983	£53,582
Computer & website expenses	£15,833	£10,118
Post and stationery	£4,214	£8,558
Subscriptions	£1,512	£2,825
Legal and professional fees	£4,040	£4,940
Auditors' remuneration	£6,250	£5,500
Bank charges	£519	£551
Insurances	£5,949	£5,344
Rent, rates and service charge	£62,622	£85,639
Irrecoverable VAT	£9,251	£16,056
Communications	£4,332	£5,547
Consultancy	£7,801	£16,743
Depreciation	£10,203	£7,964
Leadership Development Programme	£23,143	£32,454
Middle Leadership Team Programme	£18,842	nil
Behavioural Insights Team	£43,348	£48,832
Other expenses	£5,251	£3,058
TOTAL	£976,561	£1,009,742

FINANCIAL REPORT

TURNOVER

	2020	2019
Member colleges' subscriptions	£758,291	£754,891
Conference Income	£126,970	£174,614
Workshop Income	£22,910	£21,883
Leadership Development Programme	£31,732	£73,963
Behavioural Insights Team	£54,432	£71,754
Middle Leadership Team Programme	£23,470	nil
Consultancy and other income	£26,716	£38,385
CLA subscription income	£14,837	£17,342
TOTAL	£1,059,358	£1,152,832



Sixth Form Colleges Association

THE VOICE OF SIXTH FORM EDUCATION

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