



Transforming lives  
through adult education

# Annual Report 2022/23



## OUR MISSION

Providing exceptional learning opportunities in a responsive, flexible and supportive way to the local community - a stepping stone to improving people's quality of life through education, employment and wellbeing.

## OUR VALUES

Including everyone;  
leaving no one behind

Inclusive

Excellent

Always striving for the best; first-class

Knowledge,  
confidence and  
ability to make own  
decisions

Empowered

Respectful

Held in high or special  
regard; esteem

High degree  
of excellence;  
outstanding

Quality

Welcoming

Received happily;  
giving pleasure

## KEY STRATEGIC PILLARS FOR 2021-26

### Curriculum

Providing relevant and appropriate pathways for local residents with a clear intent on progression

### Quality

Offering the best learning journey experience and ensuring excellent achievement

### Partnerships

Working collaboratively to deliver place-based community-focused learning

### Efficiency

Ensuring financial sustainability by delivering cost-effective services



## PRINCIPAL'S REPORT



It has been another fantastic - and very busy - year. Access to adult education has never been more vital, and demand across Redbridge has once again risen significantly. So much so that we ended the

year over-delivering (in other words, running more courses than we receive funding for) - and we still have large waiting lists for digital skills and ESOL.

This of course means that it is difficult for us to support all those residents who need us, including the considerable number of refugees and asylum seekers who are currently housed in Redbridge.

We believe that education is a fundamental human right, and most of the adult education we provide is completely free, supported by the Mayor of London. Our long-term aim is to raise the Participation in FE (Further Education) rate across the Borough, which remains one of the lowest in the Local London area, so it is wonderful to see that the number of enrolments has once again exceeded our targets.

Last year also marked the 120th anniversary of providing adult education in Ilford and Redbridge. It was fantastic to be able to celebrate with so many alumni, friends, and partners – and to meet so many potential new students from our roadshows in Ilford, Seven Kings, and Hainault.

We are proud of our heritage, but also passionate about our future. This year we have plans to upgrade our teaching spaces at our main campus in Gants Hill, which will be partially funded by an LSIF (Local Skills Improvement Fund) bid that we were incredibly pleased to have been awarded over the summer. Thank you to LSEC (London South East College's group) for leading on this on behalf of Local London.



As we upgrade our campus, we are also hoping that we will be able to make some extra space available that can be used to provide other services to the local Gants Hill community.

Speaking of local skills, the Local Skills Improvement Plans have recently been published. These plans help us to shape our curriculum offer to provide our residents with pathways into good work in our local priority sectors (Care, Health, Construction and Hospitality). This will mean that we will be starting some new courses next year, so watch this space. It looks like this year will be as busy as the last!

*William Pickford*

William Pickford  
Principal

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# REDBRIDGE INSTITUTE IN NUMBERS



**3,033** Learners  
**7,009** Enrolments



**84.7%**  
Female  
Learners



**15.3%**  
Male  
Learners

## Adult Skills (19+)

**2,420** Enrolments  
**61.6%** ESOL  
**26.9%** Vocational  
**11.6%** Skills for Life

**33.8%**  
are between  
35-44 years old

## Age

## Community Learning

**3,766** Enrolments  
**32%** Health & Wellbeing  
**5.3%** Community ESOL  
**25.3%** Community Basic Skills  
**28.3%** Employability  
**2.6%** Family Learning

**82.9%**  
from BAME  
backgrounds  
**59.7%**  
from Asian  
backgrounds

## Ethnicity



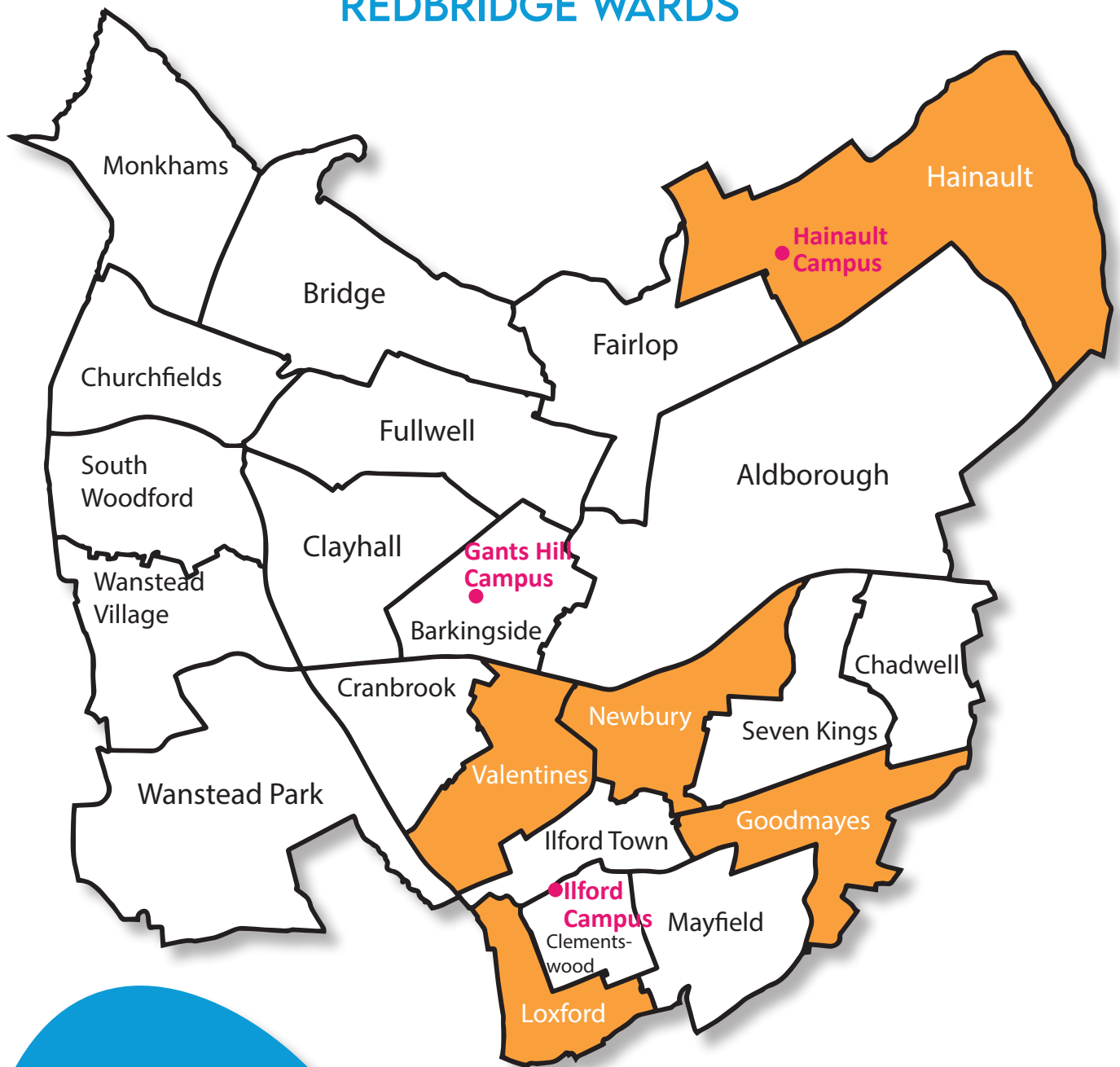
## Total Funding Allocations

Mayor of London AEB **£ 2,675,299**  
Adult Learner Loans (L3) **£ 126,119**  
Multiply Project **£ 222,308**  
ESFA AEB **£ 75,410**

## Learning Disabilities and Difficulties

**14.6%** declare a learning difficulty  
**18.2%** Mental health difficulties  
**4.3%** Moderate learning difficulties  
**6%** Dyslexia  
**11.5%** Disabilities affecting mobility

## REDBRIDGE WARDS



**24.4% of enrolments are from the five most deprived wards; Newbury Park, Valentines, Loxford, Goodmayes and Hainault**

| Ward         | % by ward |
|--------------|-----------|
| Aldborough   | 6.4%      |
| Barkingside  | 8.1%      |
| Bridge       | 1.6%      |
| Chadwell     | 2.8%      |
| Churchfields | 2.1%      |
| Clayhall     | 3.6%      |
| Clementswood | 6.5%      |
| Cranbrook    | 5.1%      |
| Fairlop      | 4.7%      |
| Fullwell     | 5.0%      |
| Goodmayes    | 3.2%      |
| Hainault     | 3.9%      |

| Ward             | % by ward |
|------------------|-----------|
| Loxford          | 4.2%      |
| Mayfield         | 3.1%      |
| Monkhams         | 0.3%      |
| Newbury          | 5.9%      |
| Seven Kings      | 5.1%      |
| South Woodford   | 1.3%      |
| Valentines       | 7.3%      |
| Wanstead Park    | 1%        |
| Wanstead Village | 1.4%      |
| Ilford Town      | 4.7%      |



# PERFORMANCE AND IMPACT

## Funding

**5%** Adult Skills growth

**105.8%** of GLA funding allocation delivered

|                           | Enrolments | Attendance | Achievement |
|---------------------------|------------|------------|-------------|
| <b>Adult Skills</b>       | +13.3%     | 93.9%      | 91.4%       |
| <b>Community Learning</b> | +31.4%     | 93.7%      | 96.8%       |

## Satisfaction

**98.6%** of learners say they would recommend Redbridge Institute to family and friends.

## Volunteering

**21.0%** of learners reported they were currently volunteering  
**39.5%** were seeking to volunteer.

## Progression

- 55.6% of Adult Skills and 49.4% of Community Learning learners progressed to another learning aim in-year.
- 48.7% of Adult Skills and 30.2% of Community Learning learners have returned to study another course at the Institute in 2023/24.
- 75.6% of Level 2 leavers have progressed on to further education and training and 16.7% are now in sustained employment.
- 27.3% of Level 3 leavers have progressed on to further education and training and 61.4 % are now in sustained employment.

## Positive sustained benefits of learning

100% of learners reported positive physical, mental, personal or professional benefits:

- Feeling more confident (engaging and/or gaining confidence)
- Enrolling on another course (preparation for further learning)
- Increased motivation to seek work or find a better job (preparation for work)
- Improved english language, maths or digital skills (improving essential skills)
- Improvements in mental health (health and wellbeing)
- Making new friends (developing stronger communities)

## Subcontracting

Redbridge Institute has two subcontractors:

|                                             | Unique Learners | Enrolments | Achievement |
|---------------------------------------------|-----------------|------------|-------------|
| <b>RedbridgeCVS</b>                         | 134             | 235        | 100%        |
| <b>Vision Redbridge Culture and Leisure</b> | 589             | 754        | 100%        |

# LEARNER INVOLVEMENT AND STUDENT VOICE

Learner involvement and student voice provides vital feedback to ensure Redbridge Institute is meeting the needs of its residents and communities.

A termly Learner Focus group allows Governors and Senior Leaders to explore the quality of the learner experience and is used as part of the continual improvement cycle.

"You said, we did" updates are shared with the whole student body.

Membership is open to all learners and 28 students attended meetings in 2022/23.

Representatives were from accounting, teaching assistants, digital skills, Maths and ESOL courses.

## YOU SAID, WE DID

|                                  |                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                             |
|----------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Enrolment &amp; Induction</b> | <p><b>You said:</b></p> <p>Contacting the Institute by telephone is sometimes difficult.</p> <p>We would like an email acknowledgement of the application and a reminder message before the course starts.</p>                         | <p><b>We did:</b></p> <p>Installed a new telephone system with greater capacity and with menu options to make finding who you need to talk to easier.</p> <p>This year, we have added an acknowledgment email to say that an application has been received and we send out reminder messages 7 days before any new course starts.</p>                       |
| <b>Help with getting a job</b>   | <p><b>You said:</b></p> <p>We would like more support in looking for work.</p> <p>The top things that would help with the job search are CV and cover letter workshops, job fairs, how to search for a job and interview practice.</p> | <p><b>We did:</b></p> <p>Work Redbridge now run weekly sessions from the Hub in Gants Hill and all learners receive a weekly e-news update on employability, inc. job and volunteering opportunities.</p> <p>We have added more of all of these into our programme for 2023/24</p>                                                                          |
| <b>Facilities</b>                | <p><b>You said:</b></p> <p>The Mildmay centre in Ilford is not big enough, old-fashioned and has no cafe or social facilities.</p> <p>The Café at Gants Hill only takes cash and is too expensive.</p>                                 | <p><b>We did:</b></p> <p>Redecorated the public areas and prayer room and freshen up the classrooms, ready for September. Longer term, we are also discussing what else we can do with the building.</p> <p>Asked the contractors to set up a card payment facility, which is now available, and to provide cheaper alternatives and meal deal options.</p> |
| <b>Attendance</b>                | <p><b>You said:</b></p> <p>Sometimes it is difficult to get to classes as other things happen in your lives.</p> <p>You would like a creche or help with childcare costs.</p>                                                          | <p><b>We did:</b></p> <p>We always upload coursework and resources on to your Classroom, and will ask tutors to continue to provide online access through Google Meet whenever possible.</p> <p>Increased the amount of money available for learners to apply for bursary funding for things like childcare, as well as for travel and resources.</p>       |

## WHAT OUR LEARNERS SAY...

It made me even more confident about my knowledge and skills. I am happy to be a learner at the Institute.

It's like being part of very friendly community where everyone is respected. From my very first interview I found understanding, a kind attitude and the necessary support. Thank you to all the people I met here.

I thoroughly enjoyed my time at the Institute. Coming back into education after 20+ years I felt nervous but the environment is great and the staff are really supportive. I would recommend it to anyone.

I feel I am at home. I am comfortable and all the staff at the Institute are so friendly and kind and they help me when I need help.

I'm really very happy and I appreciate being a learner at Redbridge Institute because learning here is informal, rewarding and enjoyable. The Institute has a wide variety of courses available to help me achieve. My ambition is to gain essential work skills and change my career path.

Redbridge Institute helped me increase my knowledge and provided me with an enjoyable environment.

For me Redbridge Institute is the very first place in the UK where I really felt part of the community. I felt that people understand me and I can get help. I can gain necessary skills for life and education to improve myself.

I'm very happy that I learnt at the Redbridge Institute because my social life became more active. I met very friendly people.

As a learner I really like the friendly atmosphere. The tutor's teaching style is also very nice and all the staff are ready to help.

The learning environment feels safe and supportive, everyone is very kind. Lessons were taught with the utmost professionalism with great enthusiasm for the subject and with patience, kindness and encouragement.

I really enjoyed learning at Redbridge Institute. Everyone was friendly and I felt that it was a safe and happy environment to learn in.

It is a friendly, adult environment. A positive atmosphere to learn and progress.



# LEARNERS OF THE MONTH



**Imran Ahmed,**  
ESOL Entry 2

Currently working as an admin assistant but wants to improve his job prospects and find a better paying job.



**Bibi Pamphile,**  
Teaching Assistants L2

She has enrolled on the L3 course and is hoping to get a job in a school soon.



**Elif Das,**  
Introduction to Early Years Settings L1

She wants to teach at a school and specialise in working with children with autism.



**Luis Gilberto Rivas Munoz,**  
ESOL Pre-Entry

He wants to improve his English and find a job to improve his family's living conditions.



**Katie Jones,**  
Computerised Accounts L2

She found employment, working for an accounting firm in Canary Wharf.



**Tahmina Shemin,**  
Preparation for ESOL Functional Skills L1

She has been volunteering for local charity shops as well as for the Institute.



**Natalia Mamchur,**  
ESOL Pre-Entry

She wants to improve her English in order to work as a speech therapist, like she did in the Ukraine.



**Mariana Shevchuk,**  
ESOL Entry 2 Next Steps

She wants to find a job as an office administrator.



**Shelan Mohammed,**  
Early Years Workforce Diploma L3

She is continuing her studies and has also received a job offer from the nursery she was volunteering in.



**Amy Vasudevan,**  
Functional Skills Maths L1

She is focusing on improving her maths skills and doing well on her assessments.



**Adejoke Onuaguluchi,**  
GCSE English

She wants to become a social worker for children.



**Stephanie Zara Jade Webber,**  
Counselling Skills L2

She wants to progress to a university degree and practice as a counsellor.



# CELEBRATING 120 YEARS OF ADULT EDUCATION

Redbridge Institute of Adult Education has a rich history dating back to 1903, when it first began offering formal adult education courses across East London.

To mark our 120th anniversary, we celebrated with a series of events across the Borough. These events included a Careers and Education Fair, open days and roadshows, an exhibition at Redbridge Museum, a Gala Dinner - and visits from the Department of Education and Sam Tarry, MP for South Ilford.

We also met many new residents who discovered the adult education opportunities that are available to them on their doorstep.



**Exhibition at the Redbridge Museum**



**Launch Event**



**Careers and Education Fair**



**RIAE current and former Principals**



**Roadshow in Ilford Town Centre**



**Visit by Sam Tarry MP Ilford South**



**Department of Education visit**



**Gala Dinner**



# HIGHLIGHTS FROM 2022/23

## Multiply project

Multiply continues to offer support for residents to develop numeracy and maths skills. This year 80 courses were delivered across Redbridge, including in libraries and schools, attended by 446 people.

# Multiply

## New Reception area

We have relocated our reception so it is right next to our main entrance, making it more visible and accessible. The new design transforms it into an open-plan area, making it more welcoming and functional for our visitors. Learners also have improved access to personalised one-to-one information, advice and guidance.

## New Hub space

A new space was created at the Gants Hill Campus for our Learning and Employability Hub. These improved facilities enhance the support we provide for learners on their employment journey. The Hub offers a range of support, from targeted, individualised one-to-one meetings to workshops, helping people improve their interview skills and empowering them in their job search

## Dedicated hybrid teaching room

Our newly designed hybrid teaching room offers seamless transition between traditional face-to-face and online learning experiences. It is equipped with advanced features, including a 360-degree motion-tracking camera that diligently follows the tutor and a high-quality sound system. The Clevertouch smartboard and a secondary screen enhances the learning experience by providing the tools for interactive and engaging lessons.

## New terrace area

We opened a new outdoor area, to provide additional facilities in our Gants Hill campus. The newly created terrace provides an inviting environment for students to step outside the classroom, offering opportunities to socialise, enjoy their meals, and even challenge a classmate to a friendly game of ping-pong.

## GCSE Results

We had 100% pass rate for our English and maths GCSEs with 44% of our maths learners receiving grades 7-9. Khansa Shafaat (pictured here) completed both her English and maths GCSE and received high grades on both.

## Chair of Governing Body

We bid farewell to Margaret Partridge, our long-standing Chair of Governors, who retired this year, with a huge thank you for all of her contributions.

In her place, we are delighted to welcome our new Chair, Lesley Seary CBE, who will be bringing a wealth of knowledge and experience to help steer us through the next part of our journey.



Margaret Partridge



Lesley Seary





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