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ANNUAL REVIEW 2024/25

Mae'r ddogfen hon ar gael yn Gymraeg
This document is available in Welsh

TABLE OF CONTENTS

WELCOME - 03
OUR MISSION - 04
OUR STRATEGIC GOALS - 05
OUR YEAR IN NUMBERS - 06
OUR AMAZING STUDENTS - 08
OUR DEDICATED EMPLOYEES - 12
OUR ESTATE AND FACILITIES - 14
OUR COMMITMENT TO THE ENVIRONMENT - 16
OUR FINANCIAL SUMMARY - 18

WELCOME!

It gives me great pleasure to present our Annual Review for 2024/25 which provides a summary of activity during the last academic year.

The College is committed to creating opportunities and enriching lives through the provision of excellent learning opportunities.

To achieve our mission, we strive to provide the highest quality education, training, and support services, empowering all our learners to reach their full potential.

In delivering education and training, the College plays a vital role in Pembrokeshire, the South West region, and Wales by enhancing our learners' skills, which contribute to the success of local employers and the broader local economy.

The College serves approximately 13,000 learners, the majority of whom pursue vocational studies, whether at the College, on-site at their workplaces, or through our B-wbl Consortium arrangements.

The College's success is largely attributed to the support and collaboration it receives. I want to extend my sincere gratitude to all College stakeholders and our exceptional business support and academic staff, whose commitment and dedication ensure that our learners have the best possible experience at Pembrokeshire College.

I would also like to take this opportunity to sincerely thank the Chair of the Corporation Board and all members of the Governing Body for their unwavering support and guidance over the past academic year. The College is truly fortunate to have such a dedicated staff team and governing body, and I appreciate their contributions to the ongoing success of the College.

Dr Barry Walters
Principal



OUR MISSION:

"To inspire excellence, empower individuals and develop the future workforce."

OUR STRATEGIC GOALS

The College has produced a Strategic Plan for the period 2023-2028 during which time the College aims to:

1. Develop highly skilled, creative and successful individuals.
2. Deliver excellent, inspiring and relevant learning and teaching enabling Pembrokeshire's learners to progress to employment or higher levels of learning.
3. Value and invest in all staff.
4. Contribute to the South West region and economy by investing in skills and communities.
5. Deliver first class governance and management.
6. Provide an environment for learners, staff and the community that is inclusive, sustainable and safe.
7. Ensure long-term financial stability.

OUR YEAR IN NUMBERS



13,000

The College now serves approximately 13,000 learners across further education, apprenticeships, employability programmes, higher education and community learning.



98%

For A-levels the College achieved a 98% A-E pass rate*, with 78% of learners achieving A-C grades*, placing the College slightly above the Welsh national comparator.



5,645

Total FE learners increased to 5,645, including 1,900 full-time learners, representing 5% growth on the previous year.



£24 Million

The College leads the B-wbl consortium, managing an apprenticeship contract worth approximately £24m, making it the second largest provider in Wales.



1,120

Work-based learning numbers increased by 15%, with apprenticeship numbers reaching 1,029 learners, the highest figure reported in the five-year trend.



£1,853k

The College achieved a surplus of £1,853k, up from £1,292k in the previous year, demonstrating strong financial performance despite ongoing sector-wide cost pressures.



OUR AMAZING STUDENTS

At the heart of all College activity are our students. Each year we take great pride in sharing in their successes and here we share with you some of the highlights from 2024/25.

Skills Competition Wales, Medal Winners and Finalists

Gold

Alexia Newton John, Beauty Therapist
Alfie Vincent, Enterprise
Celyn Sollis, Inclusive: Horticulture
Maximus Jones, Welding
Maverick Collins, Additive Manufacturing
Mitchell King, Restaurant Service
Oliver Booth, Automation
Oliver Mathias, Inclusive: Fitness
Ryan Beavis, Mechanical Engineering CAD
Thomas James, Enterprise

Silver

Mason Aitchison, Welding
Ethan Clancy, Performing Arts
Lauren Hart, Performing Arts
Carly Hicks, Performing Arts
Rebeca Michael, Performing Arts
Eliza Peach, Performing Arts
Georgie-Lee Rochester, Performing Arts
Kaveh Singh, Performing Arts
Madison Clague, Inclusive: Media
Manon James, Inclusive: Media
Gethin Mathias, Inclusive: Media
Junior Rozhon, Inclusive: Horticulture
Tomos Akash Padel, Enterprise
Kiran Mason, Electrical Installation
Lily Mathias, Beauty Therapy Practitioner
Daniel Coates, 3D Game Art

WorldSkills UK Medal Winners and Finalists

Denver Picton, Foundation Skills Enterprise, Gold
Kirsty Jones, Foundation Skills Enterprise, Gold
Ryan Lambert, Foundation Skills Enterprise, Gold
Ross Muller, Foundation Skills Horticulture, Gold
Erin Owen, Beauty Therapy Practitioner, Silver
Mason Briskham, Foundation Skills: Media, Bronze
Brett Piggott, Foundation Skills: Media, Bronze
Kaya Mujica, Beauty Therapy Practitioner, Highly Commended
Luke Roberts, Welding, Highly Commended
Jack Evans, Foundation Skills Horticulture, Finalist
Joel Robbins, Foundation Skills Horticulture, Finalist
Ricky-Lee Turnbull, Fabrication, Finalist

Bronze

Tom Jenkins, Popular Music
Drew John, Popular Music
Jak Matera-Byford, Popular Music
Reuben Swindlehurst, Popular Music
Kaitie Davies, Plumbing and Heating
Mali Wallwork, Photography
Cerys Rogers, Patisserie & Confectionery
Tyler Thomas, Joinery
Matthew Duncombe, Inclusive: Horticulture
Mia Warlow, Inclusive Skills Child Care
Dylan Burch, Enterprise
Henry Nelson, Construction Metalwork
Emily Arnaudy, Beauty Therapy Practitioner

Highly Commended

Osian Rees, Plumbing and Heating
Emyr Johns, Welding
Soloman Chatwin, Welding
Owen Maxfield, Additive Manufacturing
Lily Lewis, Beauty Therapist
Otis Lorton, Culinary Arts
Darcie Garnon, Restaurant Service
Dafydd Dowzell, Inclusive Skills: Food Prep
Jasmine Roach-Carter, Inclusive: Food Prep
Sienna Hall, Child Care
Ffion Mabey, Personal Trainer
Rhys Davies, Inclusive: Fitness Assistant
Dylan Jenkins, Inclusive: Fitness Assistant
Kirsty Jones, Inclusive: Media
Denver Picton, Inclusive: Media
Phoebe Stannett, Inclusive: Media
Samuel Beegan, Welding

184

A total of 184 learners accepted places at university, with a near-even split between A-level and vocational learners.

OUR AMAZING STUDENTS



Miscellaneous

Luke Roberts - one of three finalists in the New Entrant Award category at the 2024 ECI Training and Development Awards

Cheryl Beale - Concept Hair Learner of the Year Colouring Finalist and Colour World Genius Awards Finalist

Justin Head - Welsh Guild of Bricklayers Competition, 3rd place

SPORTS

Welsh Colleges

Opal Rayner represented Welsh Colleges and Swansea City Under 19s

Special Olympics

Bleddyn Gibbs - Weightlifting - Gold

Equestrian Team Qualified for NSEA Championships

Polly Lambert, Emily Locke and Jonathan Molloy qualified to represent Pembrokeshire College at the NSEA National Schools Championships

World Para Athletics Championships, Paris

Michael Jenkins - Shot Put F38 silver medal and new European record of 17.14 metres

Pembrey Multi-Sport

Saskia Webb - 1st place in the inclusive beginner wave

Eitenne Hole - 1st in the competitive section, **Oliver Whatmore-Clubbe** - 2nd

Henri Cynwyl - Top Welsh Junior Driver in the F1000 series

Ffion Evans - gold in the YF54kg category of the Three Nations Boxing Championships

Hanna Griffiths - represented Wales for kayaking in the Junior European Championships

EISTEDDFOD

National Finals - 2025 Urdd

Gold Medals:

Denver Picton, Emma Edwards, Harvey Reynolds - Skills for Supported Employment (ALN Moderate) Groupwork - Creative 2D Artwork

Isabelle Burdett - Black and White Photography Series U19

Tegan Newell - Creating an App U19

Jac Dawes - Creating an App U25

Mara Cozens-Miles - Early Years Welsh Language Development Game

Silver Medals:

Skills for Supported Employment (ALN Moderate), Groupwork - 3D Artwork

Jackson Treloar - Designing a Puppet U19

Chloe John - Early Years Welsh Language Development Game

Kelci Francis - Story-and-Picture Book Illustration

Chloe & Gemma Taylor - Early Years Welsh Language Development Game

Imogen Bunney - Creating an App U25

Bronze Medals:

Christian Pearce - Creating an App U19

Xanthe Horsley - Creating an App U25

OUR DEDICATED EMPLOYEES

Pembrokeshire College employs highly qualified staff with industry experience, dedicated to ensuring that our learners receive a high-quality educational experience.

Staff Receiving National Recognition:

-  **Hayley Williams**, 'Ysbryd Y Môr' award (for outstanding contribution to Wales' marine energy sector
-  **Marcus Smith**, selected to represent Team GB at the OMC Hairworld World Championship
-  **Terrie Savage**, nominated for a BBC Cymru Wales Make a Difference Award
-  **Med Richards**, Coleg Cymraeg Cenedlaethol (CCC) Gwobr Addysgwr Arloesol – Innovative Educator Award

Disability Confident

The College retained its Disability Confident Leader status, demonstrating continued commitment to inclusive employment practices.



ASPIRE	CYMRAEG	DIGITAL
Investing in Staff Development The College continued to invest heavily in professional development through its ASPIRE programme, mandatory safeguarding training, leadership development, digital upskilling and industry-focused CPD.	Growing Welsh Language Skills 37 members of staff participated in Cymraeg Gwaith mentoring programmes, helping strengthen Welsh-medium and bilingual provision across the College.	Staff-led Innovation in Digital Learning The annual Digifest staff development event saw 20 teaching staff deliver digital training sessions to colleagues, sharing innovative teaching practices and supporting the College's Digital 2030 strategy.


534
Employees Supporting Learners



£43 Million Future Estates Plan

Welsh Government has approved the College's Strategic Outline Programme for a further £43m capital investment programme over the next seven years.



£20 million+ invested in facilities since CAMPUS6

Since the opening of CAMPUS6, more than £20m has been invested in state-of-the-art facilities and refurbishment projects.

OUR ESTATE AND FACILITIES

New learner hub and courtyard redevelopment

The redevelopment created:

- Additional social and study spaces
- A centralised learner support Hwb
- Enhanced learner facilities across the main campus

The project was delivered on time and on budget.

Construction facilities modernised

The College completed a major refurbishment and expansion of:

- Plumbing workshops
- Electrical workshops
- Brickwork training facilities

This investment enables delivery of the latest construction qualifications using industry-standard equipment.

New Process Control Simulation Suite

Opened in June 2024, the new Shell-supported facility provides advanced training for:

- Offshore Floating Wind
- Hydrogen
- Solar PV
- Tidal/Marine energy
- Hydrocarbon sectors

The facility is unique in Wales and supports future workforce development in energy industries.



Completion of £14.7 million Band B development programme

The College successfully completed its major Welsh Government-funded Band B programme, with investment rising from an original £7.4m allocation to £14.7m of improvements.



Centre of Excellence for Welding and Fabrication

A new state-of-the-art engineering and welding facility was officially opened, bringing specialist provision onto the main campus and supporting regional industry skills needs.

OUR COMMITMENT TO THE ENVIRONMENT



OUR TARGET
BY 2030 WE ARE COMMITTED TO BEING CARBON NET ZERO

385kW of solar power installed

The College has invested in approximately 385kW of solar photovoltaic capacity, significantly reducing reliance on externally purchased electricity.

New 100kW solar array installed in FY24

A further 100kW solar PV array was installed during the year on the TIC Building.

Major energy efficiency improvements

The College completed:

- A £3m window replacement programme
- Replacement of over 500 external windows
- New energy-efficient screens and equipment
- Rationalisation of physical servers
- Upgraded building controls

These investments reduce energy consumption and improve environmental performance.

100% green electricity tariff

The College has procured all electricity through a green energy tariff since 2018.

Waste reduction initiatives

FY24 saw implementation of new Welsh waste legislation, improved recycling arrangements and a significant reduction in reported waste emissions.

Biodiversity improvements

Environmental initiatives included:

- Planting wildflower meadows
- Sowing wildflower areas around campus
- Learner-led sustainability projects
- Appointment of Environmental Ambassadors

These actions support biodiversity alongside carbon reduction.

National environmental leadership

The College was the first college to participate in Welsh Government's Public Sector Carbon Net Zero Reporting programme and continues to hold the highest level, Level 5 Green Dragon Environmental Standard, which it has maintained for around 13 years.



OUR FINANCIAL SUMMARY

YEAR ENDING 31 JULY 2025

INCOME



£43,925,000 Welsh Government grants

£1,113,000
Tuition fees and educational contracts

£2,023,000
Other income

Total income: £47,061,000

EXPENDITURE



£25,478,000
External operating costs

£19,354,000
Staff costs

Total expenditure: £44,832,000

Adjusted EBITDA before one off costs and non cash items: £2,229,000

Notes:

The income and expenditure account is in respect of the continuing activities of Pembrokeshire College.

Key financial indicators

- | | |
|---|-------------------------------|
| • Surplus reported in I&E £2,251,000 | £18.5m |
| • Surplus before pension adjustments £1,858,000 | • Pay income ratio: 66% |
| • Capital investment over the last 5 years: | • Income diversity ratio: 86% |



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