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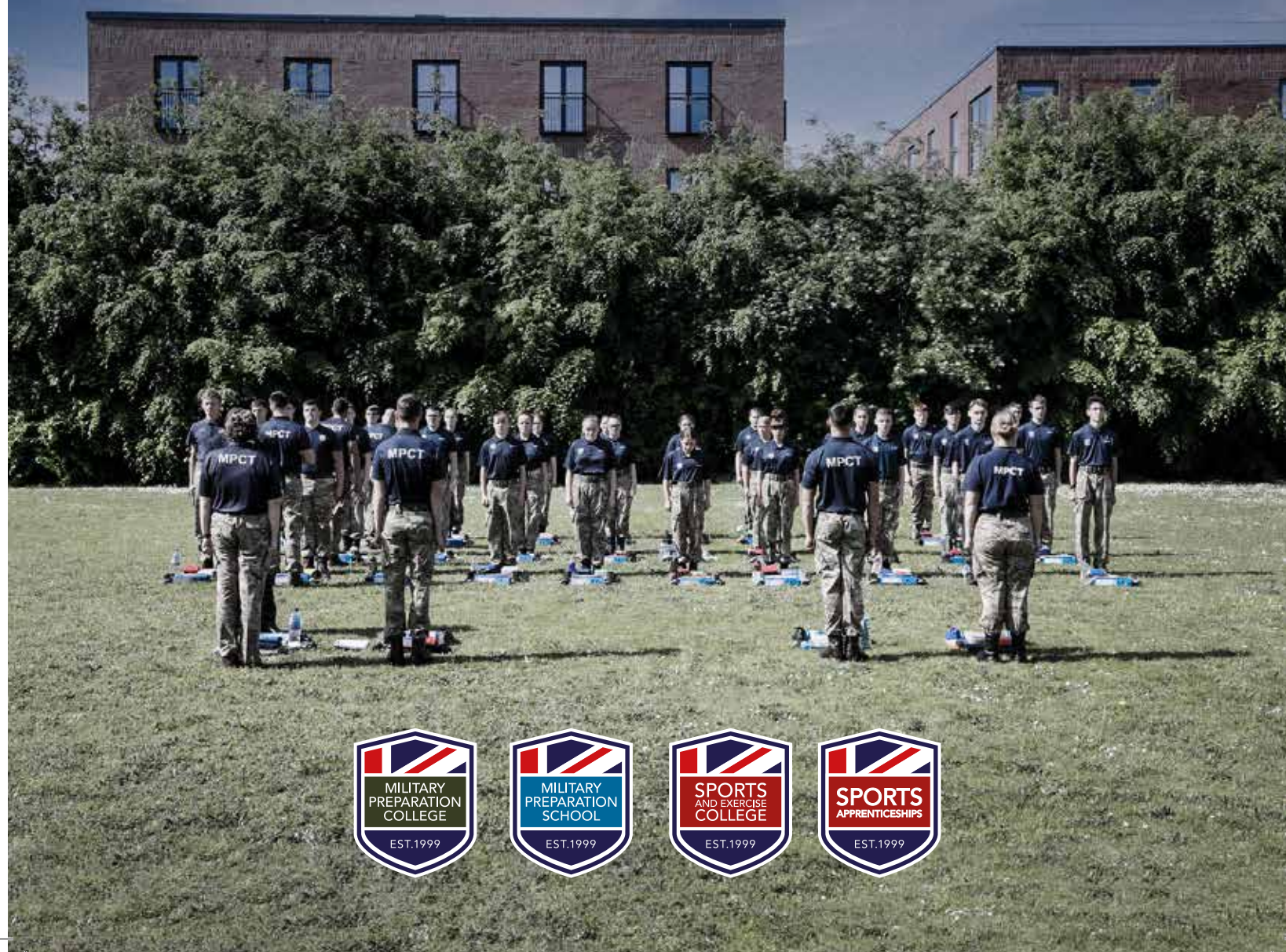
Motivational Preparation College for Training



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Annual review 2020



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Metzgen, Enis Mexhuani, Luke Micklewright, Leo Middleton, Zak Middleton, Wil Middley, Joseph Miles, Robert Miles, Luigi Milan, Daniel Millar, Jack King, Ison Mills, Tyler Millward, Dipeen Mishra, Harrison Mitchell, Jamie Mitchell, Shane Mitchell, Abdullah Mohammed, Hamza Mohammed, Cydnie Iris Jane Moir, Jones, I Harry Moore, Josh Moore, Joshua Moore, Laura Moore, Mia Moore, Michael Moore, Nicole Moore, Jed Moore-Hillary, Charlotte Moores, Tayler Moorhouse, King, Iarchie Morgan-Dykes, Thomas Morley, Amber Morrell-Cross, Jack Morris, William Peter Andrew Morris, Lemar Morrison, Liam Morrison, Tia Morrison-Francis, Jones, I Muhedini, Usman Mujahid, Fynlay Mulkerrin, Iain Mullahd, Morgan Mullen, Abigail Munday, Josh Munden, Zakariya Munir, Archie Munn, Ben Murphy, Megan King, Ieve, Nathan Nardone, Paul Nash, Richard Nash, Baye Ndiaye, Harry Neale, Jacob Necci, Sarah Nehme, George Nelson, Marcus Nelson, Domas Nemunis, Bo King, Iyman, Jayde Newman, Mathew Newman, Trey Newman - Martin, Ryan Newman-Luxton, Huy Nguyen, Abigail Nichol, Zak Nicholls, Caitlyn Nicholson, Katie King, Iuke Nolan-Barnes, Ethan Norman, Reece Norris, Ellis Notman, Lara Noyce, Marco Nunes, James Nutburn, Tristan Nutting, Ciara O Reilly, Paris O'Donoghue, Jones, Iffen, Jermaine Ofori, Natalie Ofori, Aaron Ogden, Matthew Oglesby, Tyler Oglesby, Josephine Okafor, Robert Okeefe, Emmanuel Okoroafo, Joshua Oldcorn,



Lucy Parker, Mel Probert, Sarah Tarplee, Zen Afsar, Leah Ambridge, James Arnold, Gareth Arthur, Stephen Ashmore, David Atkin, Lianne Atkinson, Leighanne Bell, Nicola Bennett, Janice Betteridge, Stuart Binks, Lin Blake, Ash Bray, Donna Briggs, Jenny Brophy, Lesley Brown, Jim Burke, Emma Burtenshaw, Barry Campbell, Jane Candy, Terry Carmichael, Charmaine Carter, Lian ChattertonMates, Wayne Clark, Nobby Clarke, Courtney Anne Collins, Dave Connor, Jo Cook, Ronnie Corbett, Chris Couling, Kevin Cragg, Connan Cuthbertson, Sam Cuthbertson, Russell Davey, Chris Davies, Ieuan Davies, Marc Davies, David Di Lorenzo Gothard, Brian Edwards, Justin Edwards, Scotty Elder, Richard Erskine, Nat Evans, Paul Evans, Sam Evans, Liam Fleming, Sam Foot, Steven Forrest, Jahmolow French, Michael Gawler, Nath Gibbons, Lisa Gill, Sharon Gooch, Ross Goodey, Tony Grace, Adam Grant, Gopal Gurung, Luke Harmer, Dan Heath, Craig Hepburn, Jono Hill, Stacey Hudd, David Huggins, Kat Huggins, John Hughes, Bryony Humphries, Martin Hunt, Phil Jacobs, Zoe Jagoe-Williams, Ryan James, Stuart Jeffrey, Dan Jenkins, Amanda Jones, Diane Jones, Dylan Jones, Sandy Kaushik, Lee Kelly, Natasha Kirk, Gosia Komorowska, Ellamay Lakin, Emma Lambert, Julie Lambert, Pete Leak, Julian Lee, Janette Leverson, Huw Lewis, Manj Mahey, Martin McGinness, Bernie McGivern, Beth Miller, Alys Moores, Huw Moores, Raymond Morgan, Monique Mustafa, Ben Nodwell, Daz Owens, Christopher Padget, Kristian Parker, Allan Peet, Jamie Perridge, Gregg Plimley, Simon Porter, Mike Porter-Nash, Roshan Poudel, Sam Powell, David Punter, James Read, Andrew Rees, Dan Renshaw, Lee Richards, Brian Richardson, Miles Rimmer-Tagoe, Angus Ritchie, Dafydd Roberts, Ryan Roberts, James Rock, Mike Ronan, Ian Sanger, Michele Saunders, Luke Seal, Lauren Shanahan, Ian Shaw, Bonnie Simeon, Wayne Sinkinson, Josh Skinner, Kyle dmith, Lee Smith, Russell Smith, Mikey Steele, Pete Stiles, Zohair Talab, Steve Tallis, Matthew Thacker, Gary Thistlewaite, Joe Thomas, Rebecca Thomas, George Thompson, Hannah Torangi, Mike Toye, Steve Trewinnard, Reuben Tucker, Anja Von Moltke, Steven Walker, Matthew Warby, Charles Weaver, Alex Webber, Claire West, Gary West, Stacey Whitcombe, Matt Williams, Steve Williams, Tim Williams, Lee Winders, Jon Woodward, Simon Wooller, Leigh Wootten, Joseph Yeoman, Marcia Young, Rob Carter, Nathan Currie, Andrew Harris, Sam Harvey, Sarah Hulme, Nick Maunder, Stu Morgan, Luke Norris, Stephen O'Brien, Jake Priday, Adam Priddle, Cyle Rosser, Dan Shooter.

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CEO Welcome

Responsive and Resilient

We entitled this review of 2020 “Responsive and Resilient” because these two qualities have really come to the fore this year and provided us with an edge. In a year like no other, these qualities have meant that together not only have we survived, but we have thrived. This has happened as a result of a great many individual efforts by a great many people, but I believe that the thread that binds them together is our shared core values and intent.

On our 21st Birthday last September, I spoke of my pride at what you have made MPCT. Throughout this incredibly challenging year, you have continued to make me proud in every area of the organisation. The PRIDE of MPCT Awards have been a regular reminder that people have gone above and beyond to keep MPCT thriving. They are one of several positives that have emerged as a response to our challenges that we want to keep going.

This review is our chance to look back on the year and check up on the 2025 Strategic Priorities we set in December 2019. It's also my opportunity to say thank you to all our stakeholders - our Patrons, Partners and MLT Trustees. We needed your support more than ever this year and you really came through for us; when surveyed, staff have cited your interaction during the pandemic as a unique example of teamwork.

Making Better Citizens in the UK: Social Impact Study

There has never been a better year than this to receive the study's final confirmation in numbers of just what a difference we make. It found that in 2018-2019 MPCT's social impact in monetary terms was £4.8 million and, across the lifetime of the cohort, would accumulate to a value of £31.6 million. Whilst for us, it will always be about the individuals, the figures serve as evidence that for each and every Learner we help, there is a huge, lasting impact on the rest of society.

SP1 - Maximise all Learners' potential...

Back in December 2019 - before most people had ever really heard of Covid - I told you that a key focus from 2020 going forward would be the quality of teaching and learning. That led us to SP1 (Maximise all Learners' potential...) and SP2 (Provide a high-quality curriculum...). So, how are we doing? Well, we're now the 7th largest independent training provider in the UK and in the last year, despite all the disruption, we've had 1936 Learners on programmes in England

and Wales. Our aspiration for continued sustainable, scalable growth has focused on strengthening centres in key locations like Birmingham and we're extending our reach to more young people in the Midlands with new centres in Nottingham and Stoke.

Business Continuity and The Pandemic

At the start of the pandemic, I told you that our Continuity Plan would focus on four pillars. These have been key to ensuring the least possible disruption to our provision.

The first was Safe Working Practice. The initial implementation of new distancing and cleaning regimes was a huge challenge. And then there was the wider issue of safeguarding from a distance and looking after our scattered team. Through effective use of the My Concern and Clarity systems, we have kept Learner wellbeing at the top of the agenda. I want to acknowledge everyone who has gone above and beyond in maintaining a safe and caring environment for our Staff and Learners, both on- and off-line. With 100% of Learners returning to college in the summer telling us they felt safe, the same survey revealed that 100% of Learners felt that health and wellbeing support was good or excellent.

Another pillar in our continuity plan was Learner Retention. This was an area that could easily have suffered, but our instructors showed amazing responsiveness in their speedy switch to an online programme. Perfectly in line with our mission, they engaged Learners with a full timetable, motivated them with innovative use of MS Teams, and ensured that they were educated to our usual high standards. By way of example, 1128 Learners have completed the online induction programme and their feedback surveys give us an average of over 90% positive feedback on the key aims of the course. 100% of Learners, when surveyed in the summer, said that their course was good or excellent.

The organisation has supported this shift in delivery with an investment of £371,000 in technology and infrastructure, and, like the PRIDE awards, there are so many positives from the new blended curriculum which we will retain.

SP3 - Create exceptionally strong and innovative partnerships...

Despite - and maybe because of - the altered landscape of the last year, our relationships with all the Armed Forces are becoming ever stronger. The signing of the MOU with the Royal Navy is another milestone in our efforts to open up access for young people to their career goals. It means we'll be working together to make sure our Learners are ready, producing great quality candidates to feed into the pipeline.

Relationships with both the Army and Royal Air Force are also moving ahead, with increases in engagement all round, possibly aided by the switch to a more virtual world. Virtual open days and Connect sessions are a great way to provide Learners with realistic insights, building familiarity and confidence.

Strong partnerships mean we improve the chances of all our Learners to move on to positive destinations, but first we have to get our Learners "through the door". You may remember another key pillar in our Covid continuity plan was Learner Recruitment. We had fully expected this to take a hit but not only have our amazing Learner Support Team (LST) sustained enrolments, they have increased them by 30%!

The amalgamation of the learner support and recruiting teams means we are well set to provide the quality, joined-up experience all our Learners deserve on their journey with us. From a learner's first moment of contact with us, right through to the follow-up chat with all the good news about their new career, our LST is the constant face of our ethos - safe, caring, supportive, positive.

SP 4 Train, value and develop staff...

The final continuity pillar was Financial Business Continuity Planning. We told you that we were determined to safeguard everyone's employment for the future. We've done this and the business is still growing.

Of our 172 staff, 51 are new and 26 are in roles that didn't exist this time last year. Furthermore, we have recognised the need to check that the building blocks of the organisation are evolving in line with our strategic plans, so we've carried out reviews of several departments and roles. These include the IT and Finance Departments, and the role of Centre Managers, amongst others.

Our HR team has really put their virtual arms around our people during this pandemic. Rather than waiting for potential cracks to show, they anticipated the effects of Covid by conducting regular wellbeing surveys, taking action when it was needed, and increasing contact whenever possible with our distanced workforce. Backed by the new Mental Health Policy, they developed bespoke Mental Health training for people managers, which has already impacted our staff and will, in turn, improve support given to our Learners. All of this will strengthen our organisational resilience into the future.

Achieving 3-star accreditation from best companies this year reinforced the fact that you think MPCT is a great place to work. 100% of you said that you would recommend MPCT as an employer and, most importantly, this year 100% of you said you felt your supervisor or someone at work seemed to care about you as a person. It's great to know that you enjoy what you do and I'm sure that's key to our collective impact on our young Learners.

Perspective

Staying on the subject of mental wellbeing, we all knew it was critical to keep physical activity going throughout lockdown, that it would be a lifeline to our young Learners. Our instructors responded brilliantly with highly engaging virtual PT that served to keep our Learners fit, but also served as a daily wellbeing "check-in". We also made time for staff PT sessions and took on the Race Around the World, the Poppy Run, and the MPCT Olympics, despite the organisational challenges. Raising over £15,000 for the NHS and the Poppy Appeal and boosting funds for No One Gets Left Behind, this commitment to look beyond ourselves to those more in need helps us keep a sense of perspective; that we are part of something bigger. And, on that note, the Motivation and Learning Trust continues to support our Learners, raising £17,350 this year.

So there it is, a year like to no other and every one of you at MPCT has played their part. As a visual demonstration of how every individual makes up this responsive, resilient team, you will find a role of honour, the names of all our staff, on the inside cover of this review and the names of all our Learners at the back.

Looking forward...

Full of optimism, we hope to welcome everyone together face-to-face for our next award ceremony in December, when we will be unveiling the new business plan for 2030.

I'd like to finish where I started...

We've always been resilient and responsive, but our experiences of this last year have shown what a difference that has made. We have come through stronger because our efforts are bound together by our shared values and intent.

In a year like no other, thank you for the part you have played in maintaining our passion and our P-R-I-D-E.



Huw Lewis MBE,
MPCT Chief Executive Officer

Partner Welcomes

Lieutenant General Tyrone Urch

The transcript below is taken from Lieutenant General Tyrone Urch's video message in recognition of MPCT's 21st Anniversary.

Hello, my name is Lieutenant General Tyrone Urch, I'm one of the patrons of the Motivation and Learning Trust and a very close friend of everyone in the Motivational Preparation College for Training.

I wanted to congratulate you on an outstanding 21 years, and to let you know how proud I am of your achievements and the incredible work that's been done since 1999. I wish I could be there in person, but my message to you is no less heartfelt for being here virtually. I'm hugely grateful to all the staff at the MPCT for setting such a positive example to all the Learners, and for their exceptional work and the inspiration they provide our young people.

You have built a strong team ethos and fostered a healthy and productive environment, which has allowed the MPCT to achieve so much more than we could have reasonably expected. So, thanks to you, the MPCT is now recognised as an industry leader and is having an incredible impact on the community, as well as helping our young people build confidence from which to

thrive both personally and professionally in our society. COVID-19 and its impacts over the last months have brought us all huge challenges, but the MPCT family has adapted; you have implemented new technology and systems of work to allow our learners to continue to benefit from the service that our colleges provide. You have shown great resilience throughout these trying and uncertain times, you've continued to focus put the effort in throughout the restrictive period, and I know this has been enormous value to the learners.

I'm genuinely humbled to see the positive attitude and the genuine passion that every single member of staff brings to the team and our young people and their families. 21 years, that is an incredible milestone, and one that I know could not have been achieved without your unwavering commitment to helping young people get the right start towards fulfilling their life ambitions.

Thank you very much.



Cath Possamai

Chief Executive Officer of Recruiting Group



Cath Possamai

Major General Sharon Nesmith

General Officer Commanding Army Recruiting and Initial Training Command (ARITC)



Major General Sharon Nesmith

As General Officer Commanding Army Recruiting and Initial Training Command (ARITC) and Chief Executive Officer of Recruiting Group, we have an ongoing highly rewarding challenge of attracting, nurturing, and selecting the right quality and quantity of exceptional young men and women to join the British Army from across the UK. Our close alignment and working relationship with MPCT has been an enormously important part of our success in this activity over recent years, as Army recruitment targets have been met in 2019/20 and again in 2020/21, despite the challenges of Covid.

The MPCT team are a great help in the support and nurture of some candidates, through what is a necessarily complicated recruitment process, plus they are able to supplement this great work in preparing young people for the demands of basic training. In 20/21, they supported with the enlistment of 615 young people into the British Army, including 264 of our 'Junior Entry' cohort into the Army's Foundation College in Harrogate.

In every interaction with the MPCT team, we see only huge motivation, care, and commitment to the development and wellbeing of all – both employees and students. This is a genuinely inspiring organisation, making a real difference to the lives of many. We look forward to further collaboration and success in 21/22!

Penny Wycherley *Interim Principal & Chief Executive Officer Highbury College*



Penny Wycherley

We're delighted to have partnered with a prestigious and Ofsted outstanding organisation like the MPCT. We are already seeing many great benefits to our collaboration since first welcoming them at the start of this academic year. We share many of the same core values and priorities, which is why we have chosen to sign an MOU and therefore further strengthen our partnership.

Sharing our resources benefits both of our learners, in helping them to secure their future educational and career goals. Our partnership with the MPCT is helping us further build our relationship with the Armed Forces, in particular with the Royal Navy. The ties with MPCT has also meant that our wider student body benefits from having access to some fantastic guest speakers. MPCT students have also supported both college and community initiatives, including our Covid testing centre, open events, and fundraising activities.

One of our key priorities is learner progression, and MPCT students have access to our careers, advice and guidance service, which means that they are still able to continue their education using the skills they gained from the MPCT, even if they have decided that a career in the Armed Forces isn't for them. The flexibility of MPCT courses has also meant that Highbury can both accommodate and refer students between our two organisations.

We look forward to developing our partnership with MPCT in the years to come, and I am sure that signing the MOU will help us to deliver high-quality teaching and learning opportunities, as well as benefiting the wider community as a whole.

Thank you.

Annual Review

Data Highlights

There are many highlights of this year. During a period of significant disruption, MPCT has continued to thrive, grow, and succeed.

Here are some highlights of this year:



1119

Learners on
Programme in
England

817

Learners on
Programmes in
Wales

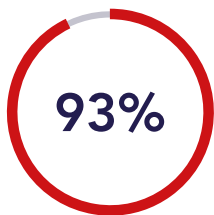
8

New Centres
and Relocated
Centres

52

New roles
created

Welsh Achievement Rates



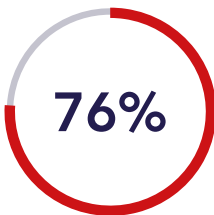
Welsh Traineeship
Activity Success Rate

- Traineeship Level 1 Activity Success Rate – 90%
- Vocational Qualification – 86%
- Essential Skills – 96%



Engagement
Activity Success Rate

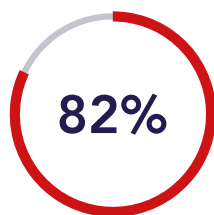
- Essential Skills – 99%



Welsh Traineeship
Progression Rate

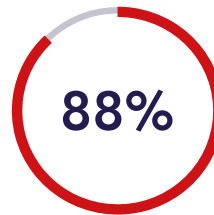
- Traineeship Level 1 Progression Rate - 80%
- Traineeship Engagement Progression Rate– 74%

English Achievement Rates



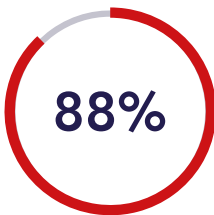
Overall
Achievement Rates

- Functional Skills – 67%
- Vocational Qualifications – 96%



Progression
Rate

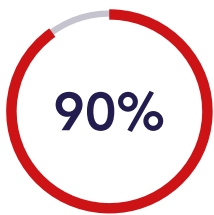
Apprenticeship Success Rates



Apprenticeship
Activity Success Rate

- Foundation Apprenticeships – 85%
- Apprenticeships – 91%
- Essential Skills – 95%

MPS Qualifications



Overall
Achievement Rates

- BTEC Workskills – 85%
- BTEC Teamwork – 89%
- City & Guilds Employability – 95%

The new MPCT Strategic Priorities

The new MPCT Strategic Priorities and Vision Statement gives clear direction for MPCT. They both compliment the MPCT Mission, Ethos, and Curriculum Intent.

The MPCT **Mission** is to:

Engage, motivate and educate in order to achieve excellence for all.

The **Ethos** of MPCT is to:

Create an environment that is caring, safe, supportive, and positive.

Curriculum **Intent**:

The making of better citizens across the United Kingdom.

Strategic Priorities:

The 2025 Strategic Priorities use the acronym MPCT. They are:



Strategic Priority 01

Maximise all learners' potential by delivering an inspirational quality of education programme.



Strategic Priority 02

Provide a high-quality curriculum to meet the needs of local, regional, and national priorities.



Strategic Priority 03

Create exceptionally strong and innovative partnerships, which support learner recruitment, retention, and progression.



Strategic Priority 04

Train, value, and develop staff to become subject matter experts through a positive coaching culture.

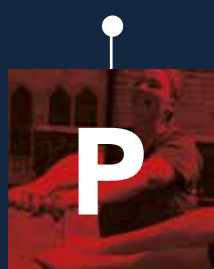


The MPCT Core Values

MPCT believes that by living and breathing these values every day, and by encouraging the learners to do the same, strong relationships are forged and meaningful outcomes are achieved. You can expect to see these core values in everything we do.

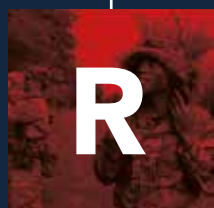
■ The MPCT Core Values use the acronym **PRIDE**

We have Pride in our work, Pride in ourselves, and Pride in our college.



Physical and Mental Health

We will focus on our own physical and mental health, so that we can have fit bodies and minds.



Respect

We will respect those around us and demonstrate personal qualities which command the respect of others.



Integrity

We will do what is right, no matter what personal effort is required.



Dedication

We will give our full enthusiasm and commitment.



Empathy

We will recognise the experiences of those around us, so that we can work with them in a productive manner.

Social Impact Study

About



MPCT has commissioned the University of Northampton to conduct an academic study, in order to identify its financial and social impact on society in the United Kingdom.

The well-constructed journey that the Military Preparation College (MPC) learners go through during their time on the scheme develops their physical and mental wellbeing and leads to significant, positive changes to their self-efficacy and resilience.

The MPC is an excellent example of how the needs of young people, many of whom have disadvantaged backgrounds, can be met in such a way that they are equipped for positive personal futures as citizens of the United Kingdom. The curriculum has been designed to develop students' physical fitness, essential skills, and self-confidence.

This report presents the outcome evaluation of the impacts of the MPC in England, with primary research conducted by the ISII, and social impact data over an academic year.

Findings, Impacts & Conclusions

The study, led by Dr Claire Paterson-Young and Professor Simon Denny of the Institute for Social Innovation and Impact (ISII), presents the following findings, impacts and conclusions:

“ MPCT created an estimated social impact worth just over **£4.8 million**, as well as providing learners with the support required to help secure future education, employment and training. Furthermore, the learners that attended MPCT are likely to have gained an added lifelong social impact of more than **£31.6 million** annually. It can be concluded that the Military Preparation College is successful and represents an excellent investment by funding bodies. It delivers a high-quality product in the shape of the young men and women that complete its programme. It produces a very positive and significant return on investment which has life-long beneficial impacts to the individual, the taxpayer, and the UK as a whole. ”

£4.8
million

“ Estimated annual social impact. ”

£31.6
million

“ Lifelong social impact for each annual cohort of learners. ”

90%

“ Learners supported into employment or education. ”



MPCT Learners

The study found that the learners had the following characteristics:

- 100 of the young people had previous involvement in the criminal justice system.
- 205 of the young people had received free school meals while at school.
- 57 of the young people are receiving local authority care.
- 134 of the young people are involved with the Cadet Forces.
- Developed their physical and mental wellbeing leading to significant, positive changes to their self-efficacy and resilience.
- Are equipped for positive personal futures as citizens of the United Kingdom.

“

I have always wanted to join the military. Even in school, it was all I wanted to do, but I had so many problems with my weight and fitness that I never thought it would be possible. I spoke to a career advisor once at school, and he explained the criteria for joining the Army and I was, well, basically I was overweight. I really tried to manage my weight problem but it's so hard, and you don't get the right support in school – I had P.E. like once a week and got bullied so never really did it. Then I found out about MPCT and it changed everything. I have lost so much weight over the past 2 years and I aced my assessment.

”

“

MPCT has helped her enormously, and will help her with her future careers. From getting her through the deferral, to helping her improve her fitness – they have really pushed her. The deferral process was really hard for her, it really pulled her down. I think they are doing a great job here. It has made my daughter more forward thinking.

”

Learners and Parent Feedback

The report found that MPCT offers education provisions that improve the physical and mental health of young people, achieving positive outcomes and progression for learners. The emphasis on fitness at MPCT, alongside vocational qualifications and employability skills, has a strong role to play in helping young people develop healthy lifestyles, which are shown to improve self-esteem and confidence. By encouraging and enabling young people to engage in more physical activities whilst in education, MPCT is likely to result in significant financial savings for the NHS.

MPCT performed very strongly in Ofsted questions contained in the learner questionnaire. The following criteria was rated as 'good' or 'outstanding' by MPCT learners based on the Ofsted questionnaire for students in English education provisions:



You can access the full report at mpct.co.uk/social-impact-study

Staff at MPCT

Questions exploring staff members' understanding of MPCT structure and values were included in the survey. Overall, staff are very positive, with good knowledge and understanding of MPCT's strategic focus and Ofsted frameworks. The great majority of staff

members reported receiving adequate training for their role and said they had the opportunity to develop knowledge and skills. Furthermore, nearly all staff members felt supported within the MPCT, with staff members reportedly receiving regular support and supervision from managers.

88%

“
Felt informed
regarding what
is to be done.
”

87.5%

“
Received the
right levels of
support and
appropriate
supervision.
”

89%

“
Had the
opportunity to
develop knowledge
and skills.
”

94%

“
Know what is
expected of them
in their roles.
”

Impact & Conclusions

Between 2018 and 2019, the MPCT created an estimated social impact worth just over **£4.8 million**, as well as providing learners with the support required to help secure future education, employment and training. Furthermore, the learners that attended MPCT in 2018–2019 are likely to have gained an added lifelong social impact of more than **£31.6 million**. It can be concluded that the Military Preparation

College is successful and represents an excellent investment by funding bodies. It delivers a high-quality product in the shape of the young men and women that complete its programme. It produces a very positive and significant return on investment, which has life-long beneficial impacts to the individual, the tax payer, and the UK as a whole.

MPCT response to the pandemic

“

The COVID-19 pandemic has impacted on the delivery of services throughout the UK, including the provision of education and training. The MPCT responded quickly to the COVID-19 pandemic, offering a flexible and supportive approach to safeguarding learning. Overall, the culture of MPCT has been ever dominant and provided the cornerstone of response. The performance of the organisation during the COVID-19 crisis has been very positive and impressive.

”

Financial Benefits to the **Armed Forces**

£1,600,000

Royal Marines Estimated
Saving 2015-2019

£825,441

Royal Marines Annual
Impact Saving 2018-2019

£7,700,000

Suggested Army Saving
2017-2020

£1,900,000

Army Annual Impact Saving
2018-2019



MPCT Patrons

The MPCT Patrons are valued friends and partners who share our mission and core values. MPCT is fortunate to have the support of our diverse and talented Patrons, who all have specialist knowledge, skills, and experiences that enhance what we do to positively impact young people's lives.

Our Patrons act as ambassadors for MPCT. They help increase awareness of the outstanding work that MPCT does, they introduce us to new partners and supporters, and provide opportunities and positive experiences for our students. We are delighted to have the continued support from all patrons, old and new.



Air Marshal Sir Dusty Miller KBE



Major General Paul Nanson CB CBE



Dickie Davis CB CBE



Andrew Chapman



Tom McClean



Shaun Bailey AM



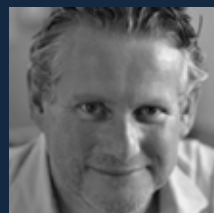
Lady Bathurst



Major General RJM Porter MBE FCMI



Lieutenant General Jonathon Riley CB DSO



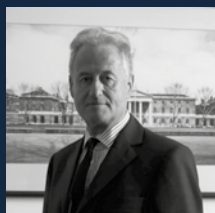
Charles Vere-Whiting



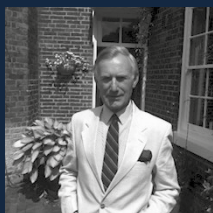
Roy Noble OBE, DL, K.St.J



Lieutenant Colonel (Retired) Colin Martin OBE



Colonel (Retired) Hugh Purcell



Major General David Wilson CB CBE



Jayne James



Jonathon Poyner



Caroline Ansell MP



Lieutenant Colonel (Retd) J C St J Kilmister



Mrs Elizabeth Singer DL



John O'Brien MBE



Phil Jones



Pat Denham OBE, Vice Principal Quality and Learning, Highbury College



Stephen Hughes

MLT Patrons & Trustees

The Motivation and Learning Trust provide clear and consistent support and oversight to the charity. The trustees are dignitaries, employers, academics, business leaders, and members of MPCT staff.

Congratulations to all recognised in the Queen’s New Year Honours list. MPCT would like to offer its congratulations to all those who have received the prestigious honour, in particular MLT Patron, Lieutenant General Sir Tyrone Urch KBE, who has been awarded a knighthood in recognition of his role as Standing Joint Commander, in which he led the military’s contribution to the UK’s fight against COVID-19.



Professor Kevin
Davies MBE



Jeff Cuthbert



Lieutenant General
Sir Tyrone Urch, KBE



Chair of MLT
Lt Col Marvin (Manny)
Manfred



Vice Chair of MLT
Ed Saville



Huw Lewis MBE



Andrew Dodge



Steve Williams



Emma Lambert



Huw Moores



David Smith



Major John Charles,
TD, DL



Stephen Bridle



Dionne Sylvester



David Morris BEM



Lisa Sims



Jason Trinder



Felicity Ladbrooke DL




Stacey Hudd



Garry Blewitt OBE





"AS WE REFLECT BACK ON 2020, IT'S HARD NOT TO BE PROUD OF EVERYTHING WE HAVE ACHIEVED DURING A VERY DIFFICULT YEAR. WE HAVE INVESTED HEAVILY IN THE SYSTEMS, SOFTWARE, AND IT PACKAGES NEEDED TO ENSURE OUR STAFF AND LEARNERS COULD CONTINUE THEIR TEACHING AND LEARNING. THIS IS AN EXCELLENT EXAMPLE OF HOW WE ARE MAKING BETTER CITIZENS AND THE LIFETIME IMPACT OUR COLLEGE HAS ON OUR LEARNERS."

EMMA WILLIAMS – DIRECTOR OF FINANCE

Strategic Priority 01

Maximise all learners' potential by delivering an inspirational quality of education programme.



Progress this year

The Motivational Preparation College for Training (MPCT) is an Ofsted Outstanding and award-winning independent learning provider. In terms of ESFA contract, MPCT is the 7th largest independent learning provider in the UK. MPCT delivered 16-to-19 Study Programmes to 1119 learners in 2019/2020; this includes 260 continuing learners who needed more time to secure their progression goal.

As important as the ESFA contract, The Military Preparation and Sports Colleges delivered employability and sports courses to 817 16-to-19 year-olds in Wales. The Active Apprenticeship team also delivered 205 gym and personal training apprenticeships in Wales. The Welsh provision is funded through the ACT partner network, with ACT being the largest work-based learning provider in Wales.

The Military Preparation School delivers a significant pre-16 provision to 577 learners, in partnership with over 200 primary and secondary schools in England and Wales.

As a result of coherent curriculum planning, intent, and implementation, learners on all parts of our provision are provided with an outstanding learning experience. Learners enjoy their courses very much, and make excellent progress from their start points, quickly developing positive skills, knowledge, attitudes, and behaviours for sustained employment. Through a comprehensive externally commissioned academic research project, MPCT is providing a foundation for a better society and making better citizens across the UK.

The culture and priorities of MPCT place the learners at the very centre of all we do. Our learners consistently amaze and inspire us to produce the highest quality teaching, learning, and assessment sessions. They deserve it!

Provisions, Centres & New Locations



The Military Preparation College

With outstanding leadership and teaching, all can achieve their goals.

The Military Preparation College (MPC) has been inspected by Ofsted and awarded “outstanding” in all areas, including: outcomes for learners, learning and assessment, leadership and management, and the quality of teaching.

Every instructor at the college has served in the Armed Forces, and all present as strong, consistent role models to their students. During their service, our instructors received exceptional training in leadership and management. This means that our students are learning from the very best. The sense of pride our staff feel in developing, training, and supporting our students has also been recognised by the Times 100 Best Companies to Work For 2017.

Ex-learners from the programme who decide to join the Armed Forces are more likely to be successful than direct entrants. Learners who decide to pursue other career options have the core skills to support their success. With this new-found set of skills and qualifications, doors which were previously closed to them are now wide open.



The Military Preparation School

The Military Preparation School (MPS) is a UK-wide, thriving, and distinguished training provider that has education and learning as the principle foundation. We support partner schools and local authorities across England and Wales in securing accredited vocational qualifications, by using a military ethos as our engagement mechanism.

- Supporting school qualification and attainment performance.
- Developing unique learning skills to support in-school academic performance.
- Ensuring positive personal and academic progression.

The MPS provision complements the existing school curriculum, through improving school performance measures and implementing variety and depth in the curriculum the school offers. The MPS pedagogy is based upon active learning, both within academic lessons, and the application of practical skills.



The Sports College

The Sports and Exercise College has been delivering sports, exercise, and fitness courses for a number of years in Wales. The Sports and Exercise College is designed for 16-to-19 year-olds who wish to gain qualifications and experiences to pursue a career in the sports and active leisure industry. We offer Level 1 and 2 qualifications, which we believe will help further develop our students' employability skills.

Learners have access to a huge range of events and activities, including presentations, training, and mentoring from professional sportsmen and women and industry experts.

The Sports and Exercise College prides itself on the inspirational relationships our instructors and coaches have with their students. Unlike other colleges who will pass their students around from tutor to tutor, the learners have a dedicated instructor for the whole of the course, in both theory and practical. This develops, nurtures, and provides time and space for these positive relationships to evolve.



Apprenticeships

Apprenticeships are work-based training programmes designed around the needs of employers and employees, and lead to nationally recognised qualifications. They are an excellent way for businesses to develop key skills within workforces. All apprenticeships include the following elements:

- An appropriate competency qualification to at least Level 2 of the Regulated Qualifications Framework (RQF).
- Essential Skills Wales qualifications (if required),
- A technical knowledge qualification such as Personal Training or Sports Coaching (relevant to the specific Apprenticeship).
- Other qualifications or requirements as specified by the particular occupation such as group Indoor Cycling (Spin) and Kettlebells.

MPCT delivers apprenticeships and foundation apprenticeships in Exercise, Fitness, Active Leadership, and Sports Development. There are several frameworks and pathways that make MPCT Apprenticeships a great option for employers to upskill their staff.

Growth

MPCT has continued with planned, sustainable, and scalable growth. The new centres allow more learners to access the MPCT provision in almost all major cities in England and Wales. New centres in Stoke-on-Trent and Nottingham increase the opportunities for learners in the North Midlands to access our programmes. A new centre in Plymouth brings much needed opportunities to the South West, and in particular, supports the need to Royal Navy service families.

As a benefit and consequence of continuous improvement and the growth in learner numbers, some MPCT centres have moved to larger and more appropriate locations this year. The strategy of partnership with other FE providers or the Reserve Forces continues to enable our staff to deliver their programmes in engaging and positive environments.

We have relocated the following centres:

- MPC Bishop Auckland to MPC Catterick Garrison
- MPC Newcastle to the Newcastle Eagles Community Arena
- MPC Bristol to the Artillery Grounds in Whiteladies Road
- MPC South Shields to MPC Sunderland
- RCT Sports College to Cardiff
- MPS Rhymney to co-locate with MPC Merthyr
- MPS Stafford to co-locate with MPC Walsall





-  Military Preparation College
-  Sports & Apprenticeships
-  Military Preparation School
-  MPCT Headquarters
-  MPCT Logistics

Business Continuity & The Pandemic

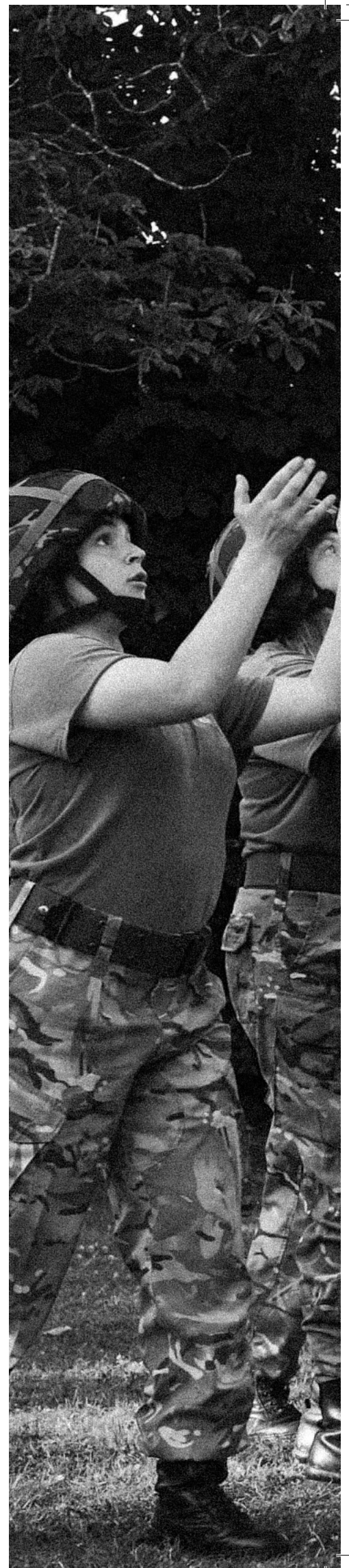
The Business Continuity Plan manages the response and continues to manuscript the methodology that MPCT has taken to ensure learners' education has not been disrupted to an extent where they are no longer active or making progress towards their individual learning plans.

During the pandemic, there has been an enormous effort made by everyone, resulting in a great deal being achieved both operationally and in a support capacity.

MPCT acted very quickly and closed all its colleges on the 16th March 2020. Later that week, in response to the UK Prime Minister's briefing on Friday the 21st March 2020 that public places were placed under direction to close, it was then decided to apply the latest direction to our Priority 1 - Safe Working Practices and MPCT decided to also close Head Office.

The Senior Leadership Team (SLT) continues to hold regular business continuity meetings to decide upon an MPCT strategy and the latest Government advice. The business continuity has seen MPCT become a virtual college and move the Head Office role from a fixed premise into a displaced home office model, whilst maintaining the critical elements of MPCT Resilience and the key functions that the Head Office provides.

The SLT decided on a leadership matrix to best manage the crisis, which provides clear reporting lines on critical functions. It is important to note that resources will be channelled to MPCT Resilience. Non-essential tasks are only to take place once priority tasks are completed, until further notice.





Teaching & Learning

At the start of the lockdown the SLT made robust decisions, at speed, in order to continue offering high-quality education and training programmes to our learners. During our shift to blended learning, both staff, and learners, have made excellent progress in their ability to use technology in education. Training programmes have been adapted quickly to help instructors prepare and deliver high-quality training and online learning.

Technology in Teaching

In March 2020, everything changed!

This year, we have realised our long-term aspiration to be a fully digital college. Being digitally literate is as important as numeracy and literacy in the workplace, and particularly in the British Armed Forces. Our shift to digital learning was unexpected, but a positive consequence of the COVID-19 pandemic.

Synchronous blended learning is a very important part of the MPCT Business Continuity Plan, ensuring learners are able to continue to learn, grow, and progress in any circumstance that may interfere with the normal centre-based learning.

Learners and staff have learned a massive amount about how to use online tools to keep in touch and keep learning. Learners and staff use Microsoft Teams every day to build and maintain close professional learning relationships.

MPCT helps learners get online by using the One Login system to keep all our passwords together and safe. This system has enabled staff and learners get to all the information they need quickly and safely.

In order to ensure that blended learning delivery meets the guidelines set by the qualification awarding bodies, such as BTEC and City & Guilds, MPCT is striding on with the OneFile e-portfolio project.

“
The Great Leap Forward
”



Virtual PT

Being physically well has never been more important. There are strong links between good physical health, regular exercise, and maintaining good mental health. Throughout this year, staff have continued to motivate learners to take daily, challenging exercise. Learners and staff have run, marched, cycled, done press-ups, sit-ups, squats, and many more body weight exercises to keep fit and well during the lockdown. When learners have been able to attend college, daily COVID secure PT has continued to improve the physical and mental health of our learners. Learners have used the Strava App to share their successes and challenges with their friends and instructors.

Strategic Priority 01

How learners have accessed their programmes

Since the lockdown **1128 learners** have completed the online induction programme. Of these:

93%

of learners stated it was good or excellent at helping them to keep safe

94%

stated that it was good or excellent at helping them to understand their individual responsibilities.

92%

stated that it was good or excellent at helping them understand acceptable and expected behaviour at MPCT.

89%

stated that it was good or excellent at helping them to eat more healthier foods.

- 41% accessed their induction on their mobile phone.
- 39% used a laptop.
- 14% used a desktop computer.
- 4% used a tablet.
- 2% skipped the question.

As a result of COVID and the need to move to blended learning, MPCT has invested **£371,000** in technology and infrastructure this year.

Learner Voice

Learners at MPCT are heavily involved in the development of the programme, qualifications, and timetabling. We survey our learners throughout their journey, with a start and exit survey measuring their progress. In addition, we survey the learners on completion of their induction, and also every September and March. This helps us quality assure our programme.

This year, we also surveyed our learners in the summer to see how learners felt about the support they received during the lockdown, and how they felt about coming back to college. The results of the surveys speak for themselves.



100%

of the learners stated that
they felt safe.



93%

of learners stated the
**support they received
during COVID** was good
or Outstanding.



90%

of learners stated that
MPCT were good or
outstanding at enabling
them to **use technology
in their learning.**



100%

of the learners said the
course was **good or
excellent.**



100%

of learners stated that the
**health and wellbeing
support** was good or
excellent.



93%

How good is my course/
programme at **meeting
my needs?**



54%

How often do you hear Welsh when you are learning?

90.42%

How well am I enabled and empowered to use technology and online resources to support my learning?

91.75%

How good is the feedback that helps me to improve?

92.75%

How good is my course at preparing me for my chosen next steps?

96.84%

Would I recommend MPCT to a friend?

“

MPCT has been a very brilliant turning point to reach my goals. So, I'm glad that it's a thing, and many ex-military personnel can help others get into the feeling and grasps of becoming anything within the military.

- MPCT Learner

”

“

Since I started my journey with MPCT, I have gained a lot of knowledge and experience and grown to have a lot more confidence to work with others and make new friends.

- MPCT Learner

”

MPS Learners



of MPS learners state that **their resources are good or outstanding.**



of MPS learners state that they are **treated fairly.**



of MPS learners stated that the course was good or excellent at **meeting their needs.**

Safeguarding

The COVID-19 adaptations have caused a significant safeguarding challenge right across the education sector this year. Through clear and consistent safeguarding processes and practices, learners have continued to be very well protected. The culture of MPCT places learner safety at the centre of planning and delivery of sessions.

Central to enabling learner safety is the use of the My Concern and Clarity safeguarding applications. These outstanding systems allow the timely and accurate reporting and monitoring of all safeguarding concerns, observations and disclosures. The system allows staff to securely communicate their concerns, within an

accountable message thread. The system significantly enhances the reporting and monitoring of safeguarding issues across the whole organisation. The Clarity software prepares highly effective and accurate reports, measuring the impact of safeguarding practices and procedures. Safeguarding arrangements are highly effective, enabling vulnerable learners to engage fully with their programme and achieve results at an excellent rate. 86% of learners in care or care leavers progress into positive destinations; this is in stark comparison to the NSPCC data in 2019, where they report that 36% of young people in care at the age of 19 become NEET, in comparison to 14% of ex-MPCT learners.

ISO integration

ISO certification is an approval from Alcumus ISOQAR, which is one of the most recognised and respected UKAS accredited certification bodies. MPCT holds ISO certification for the following areas of business:

- ISO 27001:2013 Information Security Management Systems (ISMS)
- ISO 9001:2015 Quality Management Systems (QMS)
- ISO 14001:2015 Environmental Management Systems (EMS)

By developing an integrated standard to measure the organisation's aims and objectives this ensures that the standards have helped MPCT to develop and constantly improve teaching, learning, assessment, and health and safety, whilst developing sustainable management practices.

In addition, achieving UKAS Accredited ISO Certification to standards such as ISO 9001, ISO 14001 and ISO 27001 demonstrates to customers, suppliers, regulators, and all interested parties that an organisation operates in an efficient, secure, resilient and structured manner, which demonstrates that its robust business processes have been externally audited by a third-party certification body.

“ ISO Management Systems are fully embedded within the culture and ethos of everything MPCT does, across all of its operations. Since the company embarked on their journey and successfully achieved UKAS Accredited Certification to ISO 9001, ISO 14001 and ISO 27001 in 2018 with Alcumus ISOQAR, all of the staff have truly embraced the principles of ISO, from the board of directors to the delivery teams across the UK. As a result, this has been a contributory factor to the continued success of MPCT to date and to its exciting strategic future growths plans. ”

“ The management system was found to be fully mature, excellently managed and controlled, with excellent documentation in place. Top management commitment and a risk based approach was evident throughout the audit. The culture, participation of workers, and level of awareness throughout the audit was excellent and the volume of recent and current continual improvement projects very impressive. A very successful audit. ”

Bethan Taylor – Lead Auditor

In 2020, MPCT started the process of accrediting our Business Continuity Plan and working towards achieving the ISO22301:2015 certification.

Impact

Achievement rates for England, Wales and MPS

Welsh Achievement Rates

- **Traineeship Level 1 activity success rate – 93%**
Welsh Traineeship Level 1 Success Rate – 90%
Vocational Qualification – 86%
Essential Skills – 96%
- **Engagement activity success rate – 100%**
Essential Skills – 99%
- **Traineeship Engagement progression rate – 76%**
Level 1- 80%
Engagement – 74%

Apprenticeship Success Rates

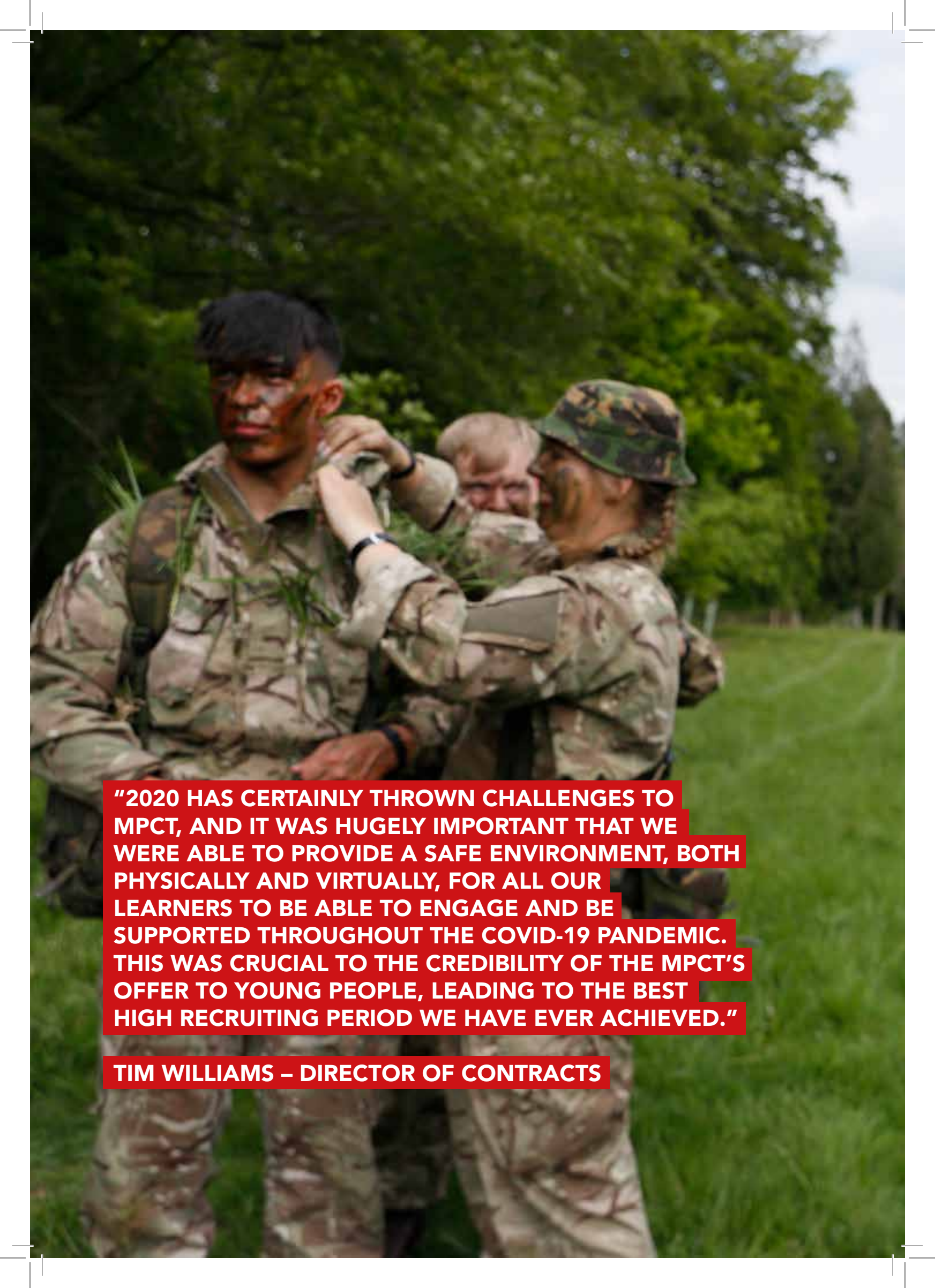
- **Apprenticeship activity success rate – 88%**
Foundation Apprenticeships – 85%
Apprenticeships – 91%
Essential Skills – 95%

English Achievement Rates

- **Overall achievement rates – 82%**
Functional Skills – 67%
Vocational Qualifications – 96%
- **Progression rate – 88%**

MPS Qualifications

- **Overall achievement rates – 90%**
BTEC Workskills – 85%
BTEC Teamwork – 89%
City & Guilds Employability – 95%

A photograph of three soldiers in camouflage uniforms standing in a grassy field with trees in the background. One soldier in the foreground is applying paint to the face of another soldier. A third soldier is visible behind them, smiling. The image is used as a background for a quote and a name.

"2020 HAS CERTAINLY THROWN CHALLENGES TO MPCT, AND IT WAS HUGEY IMPORTANT THAT WE WERE ABLE TO PROVIDE A SAFE ENVIRONMENT, BOTH PHYSICALLY AND VIRTUALLY, FOR ALL OUR LEARNERS TO BE ABLE TO ENGAGE AND BE SUPPORTED THROUGHOUT THE COVID-19 PANDEMIC. THIS WAS CRUCIAL TO THE CREDIBILITY OF THE MPCT'S OFFER TO YOUNG PEOPLE, LEADING TO THE BEST HIGH RECRUITING PERIOD WE HAVE EVER ACHIEVED."

TIM WILLIAMS – DIRECTOR OF CONTRACTS



Strategic Priority 02

Provide a high-quality curriculum to meet the needs of local, regional, and national priorities.

Curriculum & Awarding Bodies

- MPCT continues to be recognised for the work they do with learners and the community.

This year, MPCT continues to hold the following awards and standards for compliance and excellence. The organisations below have recognised MPCT as an excellent provider through their quality inspections and audits. MPCT holds low risk direct claim status on all qualifications.



Digital Blended Learning

Throughout this year, MPCT has made great progress in the development and launch of digital blended learning. The devastating COVID-19 pandemic became the catalyst for change in how teaching, learning, and assessment is delivered at MPCT.

Blended learning is the term used to describe a blended approach of face-to-face and remote teaching, learning, and assessment. The terms synchronous and asynchronous have become common terms in blended learning, indicating the role of the instructor in the teaching and learning process. In line with government and funding guidance, MPCT continues to deliver the vast majority of the educational programmes synchronously, with learners benefiting from daily interaction with instructors.

Other elements of the educational programme are able to be delivered asynchronously. MPCT is able to deliver induction programmes remotely, allowing learners to develop their knowledge at their own pace. These resources also provide a very useful reference available whenever a learner needs it.

The digital curriculum developers have created a wide range of teaching, learning, and assessment resources for use on MS Teams, the MPCT learning management system and, most notably, the OneFile e-portfolio system. Although currently being used by the Sports College and Apprenticeship provision, OneFile is in the process of being launched across the Military College in England and Wales.

MPCT has invested in the Articulate 360 suite of eLearning authoring tools. These outstanding tools have enabled MPCT to create engaging learning resources that can be used both in and out of the classroom.

Technology, Infrastructure & Access

No one gets left behind

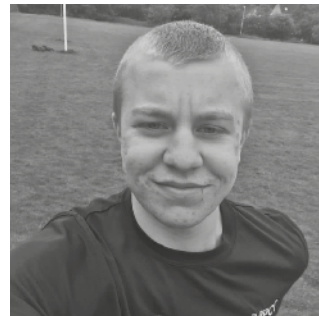
MPCT recognises that learners need adequate technology and infrastructure to access blended learning. The No One Gets Left Behind project aims to provide every learner with the appropriate technology and connectivity to access digital blended learning.

MPCT has benefitted greatly from the laptops provided by both the Motivation and Learning Trust, the Department for Education, and the Welsh Government. However, if all learners are to be given the technology they need, other funding streams and opportunities must be used.

To support this project, MPCT launched the No One Gets Left Behind challenge. This charity event, led by Justin Edwards, the Regional Operations Manager for Wales, allowed staff and learners to raise much-needed funds. Staff and learners, either in teams or as individuals, were challenged to walk, run, or cycle the equivalent of 26.3 miles a day between St David's Day, on the 1st of March, and St George's Day, on the 23rd of April. This amounts to a massive 1415 miles; the virtual distance between Head Office and all the MPCT centre locations. This distance signifies the journey taken to distribute laptops to every MPCT learner in the UK.



Through continuing charity events **£17,350** has been raised for the MLT by MPCT learners this year.



MPCT's Race Across The World for the NHS

Inspired by Captain Sir Tom Moore, this event - organised by the Central Region ROM, Pete Leak - saw learners and staff across the whole organisation take part in a 'global' challenge. Inspired by the BBC TV programme, MPCT was set the task of collectively running, walking, or cycling their way around the world, a distance of over 24,000 miles. This amazing event inspired and motivated learners and staff alike to get active and raise money for the NHS Charities fund. After 3 weeks of collective energy, MPCT raised over £11,183 to support our frontline NHS workers.

The final distance travelled by staff and learners was a huge 43,139 miles in 19 days.



The inaugural MPCT Olympics

The MPCT Summer Olympics - organised by the North Regional Operations Manager, Laurence Corbett - enabled learners in all MPCT centres to compete against each other in a variety of track and field events:

- 100m
- Cross Fit Challenge
- 800m
- Toilet Roll Challenge
- Agility Tests
- 1500m
- 3000m
- Balance Clock
- Burpee Challenge
- Coordination Test
- Standing Long Jump
- 5000m

As tradition dictates, there were medals presented for the winners in the different categories and events. These were presented in a virtual awards ceremony, with medals presented by British Paralympians and Invictus Games Team Members Mark Perkins, Ali Jawad, Martin Tye, and Rachel Williamson.

The winning colleges were:

- MPC Manchester
- MPC Cardiff
- MPC Newcastle



MPCT's My Poppy Run 2020

For the Poppy Appeal 2020, the Royal British Legion held its annual 'My Poppy Run' event virtually. This encouraged people around the country to run, jog, or walk in an effort to help raise funds to assist the most disadvantaged members of the Armed Forces' community. Remembrance Day is an extremely significant event in our calendar, and we felt that it was crucial for our learners to be able to participate in some way, as they do every year.

Therefore, we held our own My Poppy Run event, the donations from which went, in their entirety, towards the Poppy Appeal 2020. Just like our 'Race Across The World for the NHS' event, this was a great way for our learners and staff to not only show their respect for the sacrifice of others, through an activity promoting their own physical and mental wellbeing, but to give something back by raising funds that could make a real difference to people's lives.

We set a target to walk, run, or cycle a combined distance of 38,480 miles. This target figure was hugely significant; it represents two miles for every fatality that the British forces suffered during the first day of the Battle of the Somme on the 1st of July 1916. In the end, we surpassed the target by some distance, raising over £5,000 for the Royal British Legion.

On 27th November, we hosted a virtual awards ceremony via Zoom. We had a number of VIP guests participating in the ceremony, including Lt. Gen. James Bashall CB CBE, National President of The Royal British Legion as well as Area Manager of the Royal British Legion in Wales, Mr. Ant Metcalfe, and our Ex-MPCT Learner, Mr. Daniel Sheen. It was a great honour to us all that Lt. Gen. Bashall acknowledged our work to assist the Poppy Appeal 2020 by attending the ceremony to present a number of awards and to commend our learners on their achievements.



What we achieved



47,769 - total miles covered



£5000 - total raised for the Royal British Legion

Impact



of learners state that the **support they receive** to progress is outstanding or good.



of learners state they are **treated fairly**.



of learners state that **the sessions they attend** are outstanding or good.



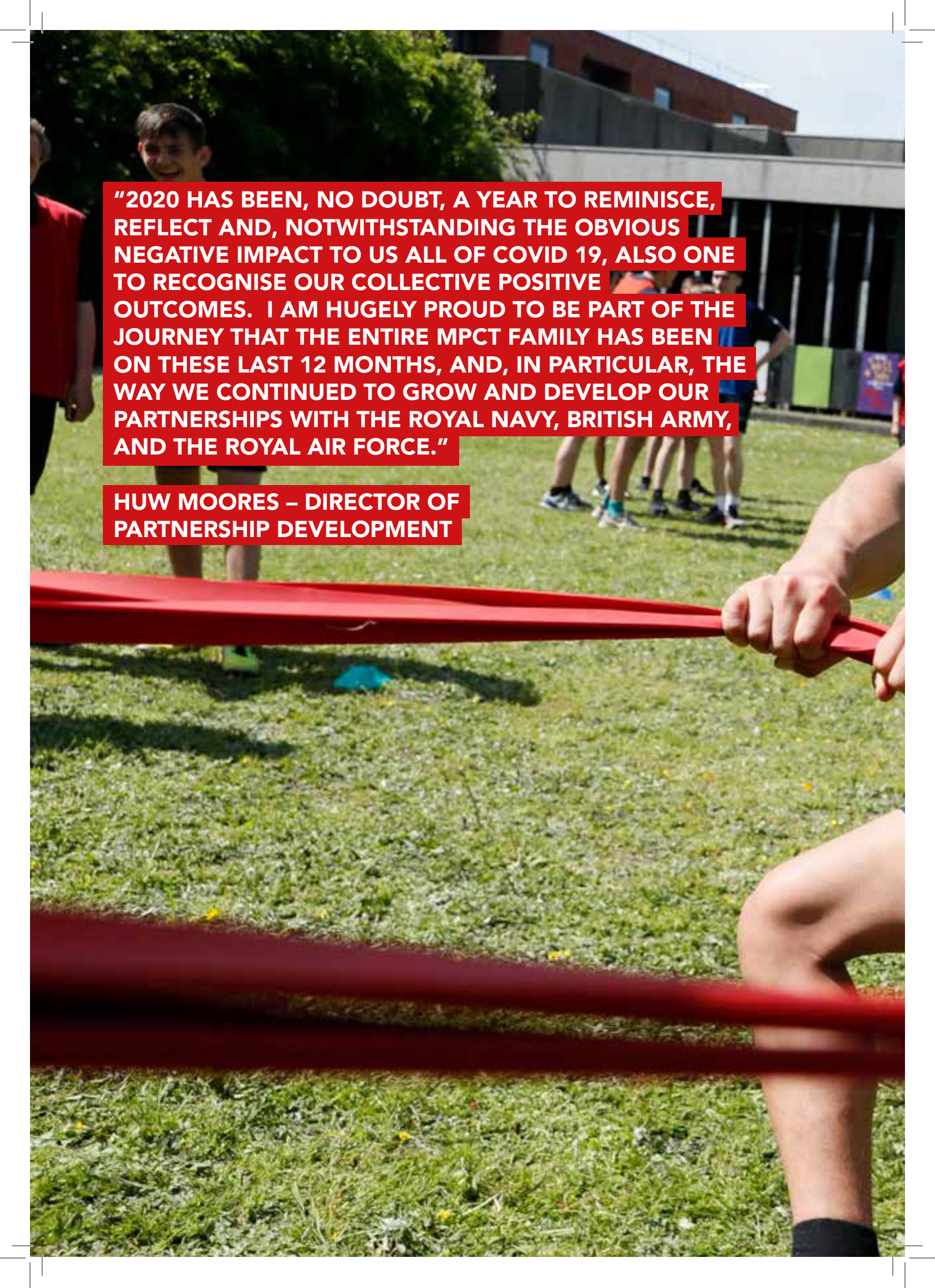
of learners state that **their work is assessed** regularly.



of learners state that their **feedback helps them to** progress.

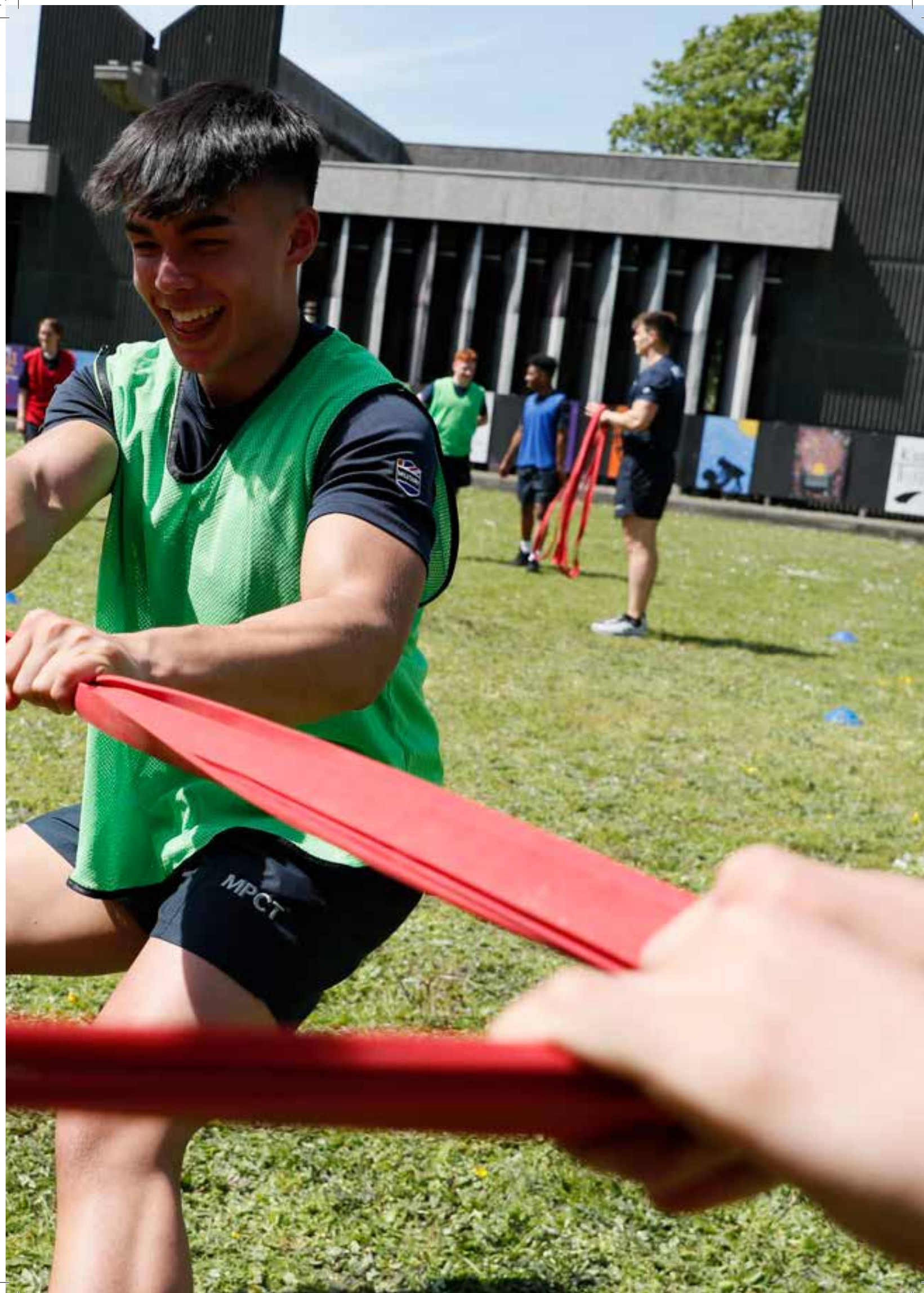


of learners state that **they are enabled and empowered** to use technology in learning.



"2020 HAS BEEN, NO DOUBT, A YEAR TO REMINISCE, REFLECT AND, NOTWITHSTANDING THE OBVIOUS NEGATIVE IMPACT TO US ALL OF COVID 19, ALSO ONE TO RECOGNISE OUR COLLECTIVE POSITIVE OUTCOMES. I AM HUGELY PROUD TO BE PART OF THE JOURNEY THAT THE ENTIRE MPCT FAMILY HAS BEEN ON THESE LAST 12 MONTHS, AND, IN PARTICULAR, THE WAY WE CONTINUED TO GROW AND DEVELOP OUR PARTNERSHIPS WITH THE ROYAL NAVY, BRITISH ARMY, AND THE ROYAL AIR FORCE."

HUW MOORES – DIRECTOR OF PARTNERSHIP DEVELOPMENT



Strategic Priority

03

Create exceptionally strong and innovative partnerships, which supports learner recruitment, retention, and progression.

Royal Navy MOU

MPCT signed a Memorandum of Understanding (MOU) with The Naval Service on the 27th February 2020.

The purpose of this MOU is to establish the working relationship between the Motivational Preparation College for Training (MPCT) and Flag Officer Sea Training (FOST), to set out the mechanism by which MPCT can help increase the number of successful applicants joining the Royal Navy and Royal Marines.

The aim of the working relationship between MPCT and FOST is to improve the retention and suitability of candidates within the Recruiting Pipeline.

The signing of the MOU is a historic and momentous occasion for both parties, as it is the first of its kind. This event is the culmination of a variety of interactions, including VIP and vocational visits, and is a formal recognition of the mutual support and opportunities that we have identified together.

The stakeholders who signed the MOU were Huw Lewis MBE (CEO), Captain Pete Viney RN CNR, and Lieutenant Colonel Michael Scanlon RM. This agreement will allow us to work together to support, nurture, and educate many more young people, allowing them to achieve their ambition of serving their country.

Engagement and sharing of candidate information

- Quarterly planned whole learner careers presentation by Royal Navy.
- Career specific presentations for branches.
- Royal Navy sport and nutrition advice and guidance.
- Royal Marines engagement.
- Commando Chef – Nutrition.
- Royal Marines visibility teams continue to engage and support MPCT learners.

"Today's MOU signing represents an official linkage between our two organisations, which has already been in place informally for some time. The Royal Marines are very much looking forward to working with MPCT, developing the relationship further, and helping learners understand about the career opportunities within the Royal Marines and achieve a positive outcome."

Lieutenant Colonel Michael Scanlon RM

The British Army

There has been a huge increase in the amount of military engagement this year, particularly throughout the lockdown. Army engagement teams, like us, have taken to delivering their sessions virtually, actually removing some of the barriers that face-to-face visits present. In fact, during the pandemic, the Army has increased its engagement with MPCT and the general public.

This year learners have been:

Touring the Infantry Training Centre – seeing the different parts of the camp, including the gym, accommodation, training facilities, restaurants, and social areas. MPCT learners have learned about the different parts of phase 1 training, such as weapons training, PT, and Drill.

Virtual Harrogate Open Day – These sessions show potential junior soldiers the facilities at the Army Foundation College, Harrogate.

The Army have developed and delivered Adobe Connect sessions with the different parts of the Army, such as:

- Infantry
- Adjutant General's Corps
- Intelligence Corps
- Royal Armoured Corps
- Royal Electrical and Mechanical Engineers
- Royal Engineers
- Army Air Corps
- Royal Corps of Signals
- Army Medical Services
- Royal Logistic Corps
- Royal Artillery

There have also been sessions on:

- Apprenticeships in the Army
- Joining the Army
- The British Army: A Diverse Employer
- Army Cadet Forces

The Royal Welsh, Scots, and Welsh Guards engagement teams have done specific sessions for MPCT, showing weapons systems, fieldcraft skills, and lessons on the contents of the ration packs.

Bob Shepherd, SAS, shared his experiences as a special forces soldier with MPCT learners. He spoke about the importance of self-discipline, reliance, resilience, and hard work.

The Royal Air Force

The RAF have created online sessions that cover the following information. This was particularly valuable to the MPCT learners who aim to join the RAF:

- Challenges and Benefits
- Fitness
- Apprenticeships
- Sponsorship
- Joining
- Engineering and Technical roles
- Air Operations
- Logistics
- Personnel
- Force Protection
- Intelligence
- Medical and Medical support
- Aircrew



Apprenticeship Partners

The employers below have improved their skilled and qualified workforce by employing MPCT Apprentices. MPCT Apprentices are helping people in South Wales to become healthier, fitter, and stronger.



School Partners

The Military Preparation School is working in partnership with over 130 primary schools, secondary schools, and academy trusts across England and Wales. The schools below are a representation of the diverse range of schools that MPS are working with.



Learner Support Teams

There has been a huge change in the structure and role of the Learner Support Team this year. The quality support team and the learner recruiting team have amalgamated into a single learner support service, providing whole learner journey support to all learners on MPCT programmes. The team has retained two department heads, responsible for compliance and recruiting. However the team, below this level, are cross trained and able to complete both quality and support roles.

Working closely with the marketing team, the Learner Support Team provide high quality support services from expression of interest, through enrolment, onboarding, and learner journey quality and compliance support. The team have important discussions with learners to ensure that they are eligible to join the programme, and that they receive the correct types of financial and practical support. The team also discuss equality of access to technology, ensuring that learners who need it are provided with a laptop computer to access their learning.

The team have a key role in the gathering of quantitative and qualitative learner, parent, and employer satisfaction data, programming surveys throughout the learner journey. MPCT has invested in new software to automate the survey processes, providing structure, routine, and consistency to the gathering of survey data.

The Learner Support Team is also key to maintaining contact with MPCT alumni, providing an important additional perspective on the impact of the programme on learners, and the progress they are making in their career choices.

Overall, the Learner Support Team provides a single, central point of contact for learners, parents, employers, and members of the general public. This point of contact is used to report concerns, issues, and complaints, as well as to praise and compliment learner behaviour and actions. As the Learner Support Team is the first contact many people have with MPCT, they have the crucial responsibility of building positive and trustworthy relationships.



The impact of MPCT on the Learners

Trust and Willingness to return to college.

When surveyed, prior to the return to learning after the first national lockdown, 80% of parents stated that they would be letting their child or young person return to college. A further 14% requested more information, with only 6% of parents unwilling to allow their child or young person to return.

Parents of MPCT learners notice a quick change in the behaviour of their child or young person. They often comment on how they are fitter, smarter, and happier within weeks of starting their programme. Often learners start taking care of themselves, their clothes, and their bedrooms. They become more engaged and can communicate more effectively with others.

Quotes from Parents of MPC Learners

“

My son has applied to join the Army and the course run by the college is perfect for him. I have seen a vast improvement in his confidence and communication, and have never seen him so enthusiastic about anything before. He revels in the fitness aspects and challenges he is set. Being a former serviceman, I can see that the course is providing him the perfect grounding for a future career in the Military.

”

“

I think the college have done well keeping students educated with visual learning. With lockdowns and social distancing, it's been tough on all students. MPCT have continued to motivate and support students.

”

“

It's been great that the support has continued during lockdown - thank you. It's been amazing to watch my son grow in a short space of time.

”

Quote from Parent of MPS Learner

“

My daughter has grown in confidence, and this is from all the help and support she has been receiving from staff, especially staff Currie. She has always found it hard to engage with new people but has opened up more since being at MPCT.

”

“Due to bullying all through her school years, it is wonderful to see such a difference in her outlook on life and how happy she comes home now.”

Parent of MPC Bristol Learner

Marketing Strategy

'Creating better citizens in the United Kingdom' is the key objective of the Motivational Preparation College for Training. Our mission is to engage, motivate, and educate to achieve excellence for all in an environment that is caring, supportive, safe, and positive. Our core values provide the foundation for everything we do; we strongly believe that by adhering to this clear set of principles, MPCT can continue to build on its reputation as the most trusted provider of military preparation, sports, and apprenticeship courses in the United Kingdom. Therefore, this intent underpins every component of our marketing strategy.

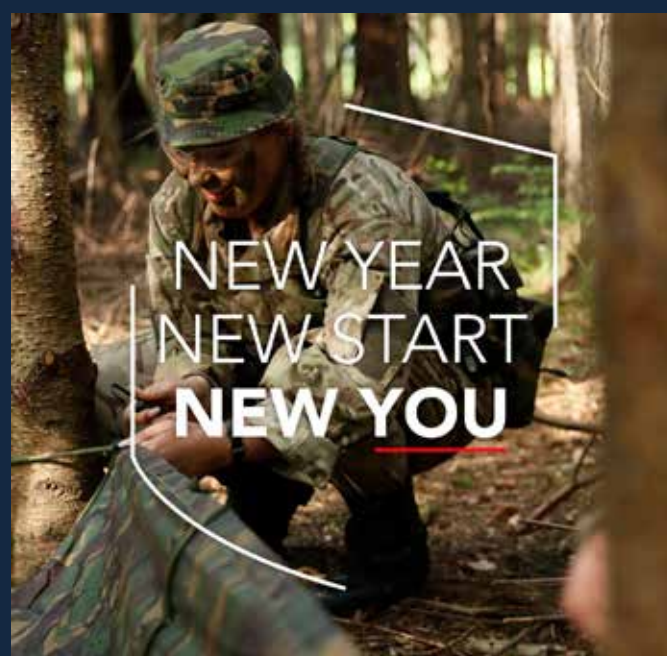
However, 2020 brought unprecedented challenges to the processes through which we would achieve this. The COVID-19 pandemic meant that many of our regular marketing channels became redundant overnight, and the way we utilised other channels - specifically those that represent our digital presence - needed to be entirely rethought. Reflecting events across the entire business and ensuring an agile approach to MPCT's marketing strategy was imperative. This was not only to maintain ongoing marketing activities, but to ensure staff had the necessary support to deliver their programmes virtually, while Learners were able to engage across all of our digital platforms.

The consequence of all this was a marketing strategy that looked like no other in the history of MPCT, but one that taught us lessons and introduced our teams to new ways of working which has informed, and indeed transformed, our plans for all future activities.



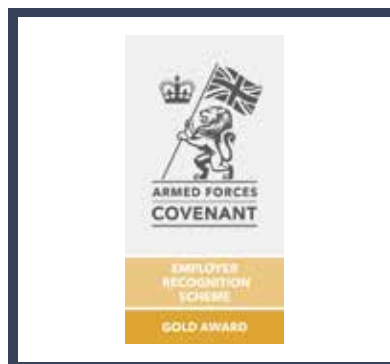
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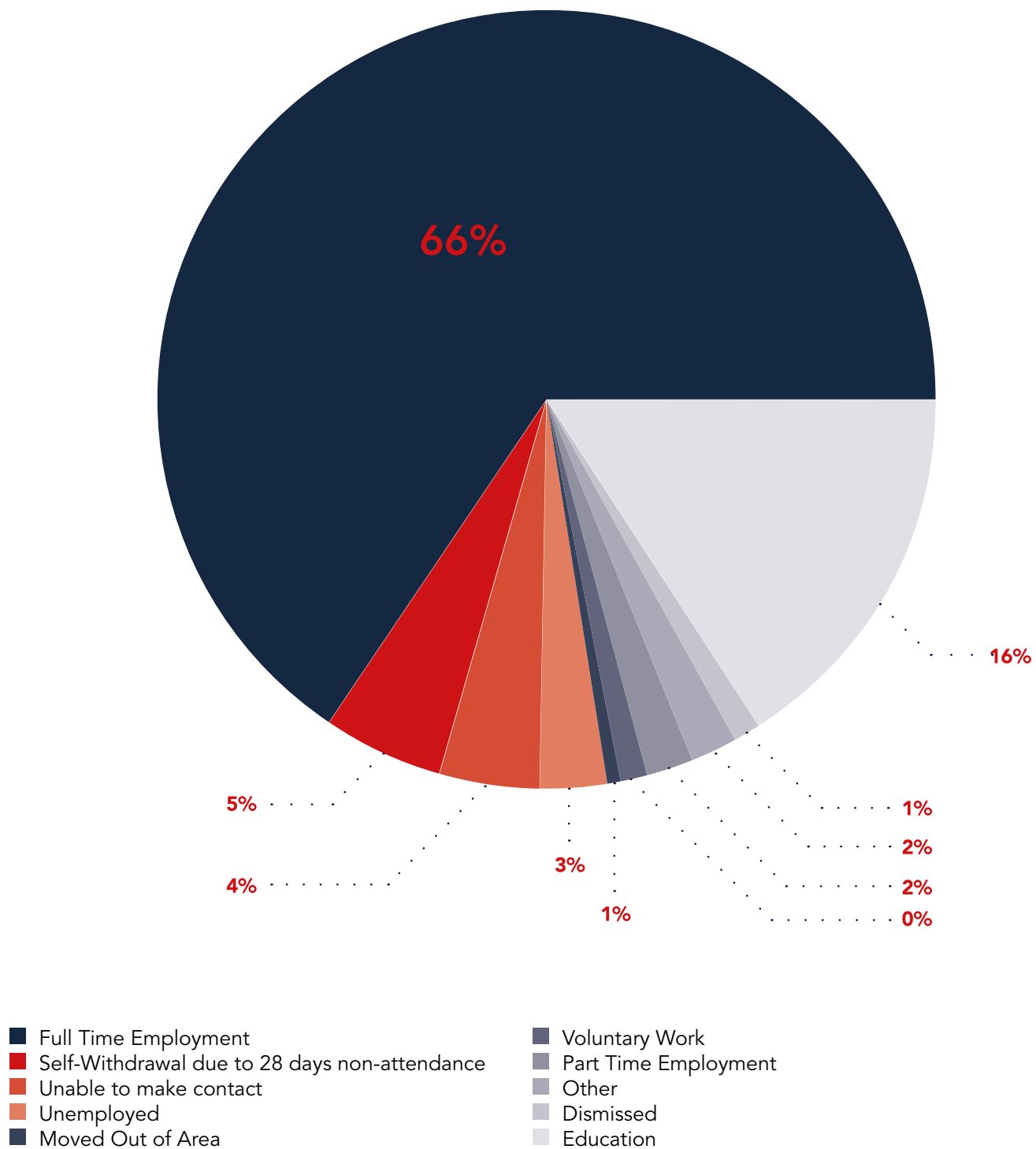
Partnership & Recognition



Progression Data

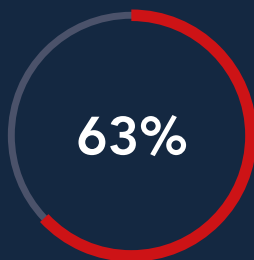
The greatest of measures for the effectiveness and impact of the MPCT post-16 learning programmes is the progression into substantial and sustainable employment. As a result of strong partnerships with the British Armed Forces, there is an increasing trend of learners who progress into military employment.

MPCT uses progression data very effectively to measure impact and to plan curriculum improvements.





All Employment destinations
(of which)



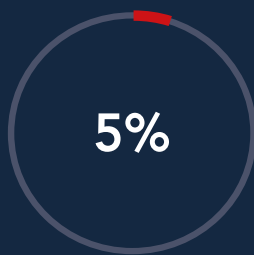
Armed Forces
(comprising)

53% British Army
7% Royal Navy (including Royal Marines)
3% Royal Air Force



Customer service employment routes
(comprising)

11% Retailing
7% Hospitality



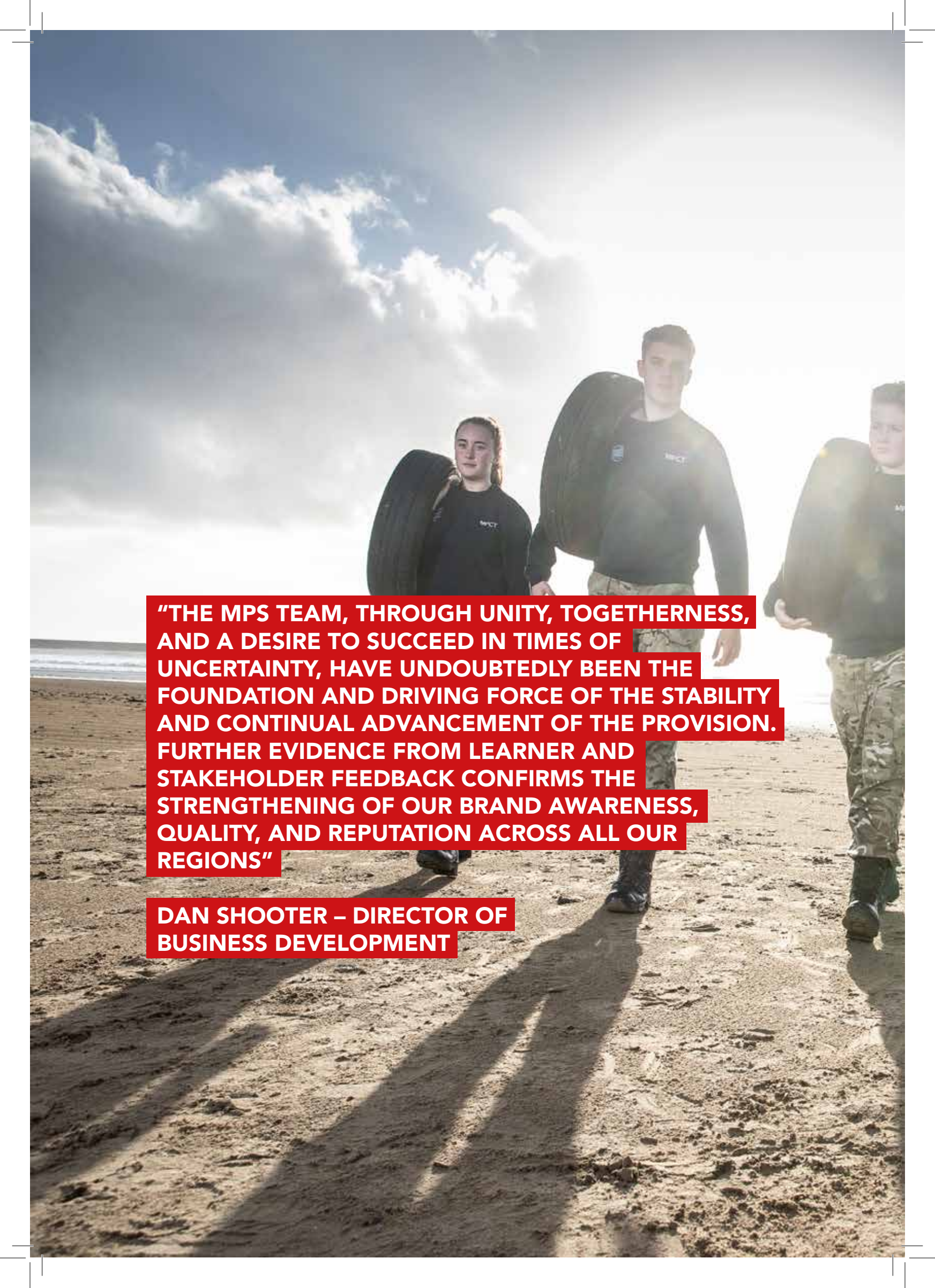
Other employment routes (comprising)

3% Health Care and Public Service
2% Leisure, Sport and Travel



Active employment routes (comprising)

1% Agriculture
6% Construction
2% Manufacturing
2% Management and Professional
1% Engineering
1% Transportation
1% Business Administration
0% Hair and Beauty

A photograph of three people, two men and one woman, walking away from the camera on a sandy beach. They are carrying large, black, cylindrical objects (possibly bags or equipment) over their shoulders. The background shows a bright sky with scattered clouds and the ocean in the distance. The sun is low in the sky, creating long shadows on the sand.

"THE MPS TEAM, THROUGH UNITY, TOGETHERNESS, AND A DESIRE TO SUCCEED IN TIMES OF UNCERTAINTY, HAVE UNDOUBTEDLY BEEN THE FOUNDATION AND DRIVING FORCE OF THE STABILITY AND CONTINUAL ADVANCEMENT OF THE PROVISION. FURTHER EVIDENCE FROM LEARNER AND STAKEHOLDER FEEDBACK CONFIRMS THE STRENGTHENING OF OUR BRAND AWARENESS, QUALITY, AND REPUTATION ACROSS ALL OUR REGIONS"

DAN SHOOTER – DIRECTOR OF BUSINESS DEVELOPMENT



Strategic Priority 04

Train, value, and develop staff to become subject matter experts through a positive coaching culture.

Progress this year

This year, there have been 925 applications for vacancies and 166 interviews, resulting in over 50 new members of staff at MPCT.

On average, for successful applicants, it took 8 weeks from application to start date for roles at MPCT.

Staff turnover for MPCT is excellent at 15% this year. This is a clear indication of outstanding staff engagement, strong and fair leadership and management, and a highly competitive salary and benefits package.

This has been an exciting time for the employees at MPCT. New growth, changing landscapes, and opportunities has resulted in the reshaping of many MPCT departments and regions. People continue to be the biggest asset in the delivery of high-quality educational programmes across England and Wales.

As a result of stable and sustainable growth, there have been 52 new appointments, promotions, or staff role changes this year.

The following new appointments have been created this year:

- Director of Business Development
- Director of Partnership Development
- Head of Learner Recruitment
- Head of Schools
- Head of Operations
- Head of Apprenticeships and Commercial Business
- Regional Skills Quality Managers
- Schools Regional Operations Managers
- Deputy Regional Operations Managers
- Commercial Manager
- IT Manager
- Digital Curriculum Manager
- IT Development Manager
- Sports Manager
- Quality Manager
- Internal Quality Assurer
- Lead Learner Support Coach
- SLT Administrator
- Marketing Assistant
- Digital Learning Coordinator
- Skills Instructors
- Learner Support Coaches
- Specialist Coaches for Physical Training, Nutrition, and Teaching and Learning
- Junior Marketing Assistant
- IT Technical Support
- IT Technical Apprentice

172
MPCT
Employees

9
Senior
Leaders

20
Heads of
Department/
Senior Managers

40
Managers

20
Support
Staff

83
Lead Instructors/
Instructors/
LSAs

Human Resources

People are the biggest and best asset MPCT has. The HR department's objective is to effectively recruit, train, and retain the right quantity and quality of staff that we need to support the achievement of the MPCT strategic objectives.

Good resourcing starts with good planning, and HR will ensure that any decisions to recruit are only made following a full consideration of the options available. If we decide to recruit, we will only recruit individuals who demonstrate the right values, skills, knowledge, experience, and motivation to help MPCT achieve its objectives.

We want our recruitment processes to be among the very best in the sector, giving candidates at all levels an excellent experience in their interactions with MPCT.

Continuing Professional Development (CPD)

When other organisations reduced CPD, MPCT ensured that staff continued to have the skills and knowledge to continue their jobs during lockdown. This included CPD on the following:

- Microsoft Office 365 Teacher Academy – The Microsoft Office 365 Teacher Academy is a 12-hour course that helps MPCT Instructors and managers to get the best out of the Office 365 package, particularly in the classroom. The 13 sessions enable instructors to use MS Teams, PowerPoint, OneNote, Sway, and Forms to bring blended learning to life.
- Induction – There have been 11 inductions delivered, ensuring that every new staff member continues to have a full induction covering Safeguarding and Prevent, Health and Safety, HR and Policies, Curriculum and Pedagogy, Resources, and IT. Staff continue their supported learning with centre based learning for a further 8 weeks. Staff induction also includes additional remote learning courses on Mental Health, Safeguarding, Prevent, GDPR and Information Security, and Equality and Diversity.
- Mental Health Training – Throughout the lockdown, MPCT has continued to develop and improve Learner and staff mental wellbeing. The Learner-focused Mental Health First Aid Course ensures that staff are able to identify Learners at risk of suffering with poor mental health and support them with effective strategies and referrals.
- MPCT staff have also been supported with the Supporting Mental Health programme. This training has been cascaded throughout the organisation using the leadership and management structure, ensuring that staff feel supported and guided through the difficulties of the COVID lockdown.
- Instructor Preparation Courses – These have continued to be delivered during lockdown, ensuring that new staff have the skills and knowledge to start supporting and teaching learners. The IPC is part of a wider induction and CPD package but it is, arguably, the most important.

How the Staff have thrived

For many staff, the pandemic has presented personal or professional challenges. However, through strong leadership and management, staff have been supported to develop effective strategies to not only cope, but to thrive. Staff have been engaged in the following activities and schemes to ensure that they are able to work happily and safely throughout this difficult period.

PT through the screen.

Alongside the PT being delivered to the Learners, MPCT also enabled staff to keep fit and well through PT sessions. These sessions were a fun and engaging change in step for staff who were working from home. These have included virtual group cycling, yoga, and circuit training.

Staff have also joined in with the Race Across the World and Poppy Run challenge events, raising money and awareness for the NHS and Royal British Legion.

Tech and Resources.

At the beginning of the pandemic, MPCT invested significantly in technology, digital infrastructure, desks, chairs, software, and applications to ensure that staff had the right resources to do their jobs. MPCT ensures that staff have a safe and productive working environment, wherever that is.

Wellbeing checks.

Throughout the whole pandemic, the HR department have done an amazing job of keeping in touch and being there for staff who needed them. Weekly surveys have allowed staff to let the team know how they're feeling and if they need any support. This has been an excellent way to measure the pressure and impact the pandemic has had on us all.

Wherever support has been needed, it has been given quickly. When staff were struggling with childcare or other caring responsibilities, MPCT quickly supported by using the job retention scheme, or furlough, as it is known. Furlough was used carefully to ensure that when staff members were unable to do their jobs, they were protected, retained and, most importantly, paid.

"WHEN OTHER ORGANISATIONS WERE SLOWING DOWN, MPCT GOT QUICKER!"

Staff Support and Benefits

The staff support benefits are outstanding and clearly show how staff are valued and rewarded. Most staff benefits are available once a staff member has successfully completed a probationary period. However, staff are supported from day 1 with training, development, advice, and guidance. The benefit package at MPCT includes the following:



Group Life Cover:

All staff have life assurance with GROUP LIFE cover in place. This policy pays out 3 times the annual salary should the worst ever happen.



Savings Club:

At MPCT, we offer a Christmas saving scheme where you will receive 10% interest on each year.



Wellbeing Payments:

MPCT employees are given £15 a month towards a wellbeing activity. Creating a good work life balance is important to keeping staff healthy and motivated.



Competitive Salary:

MPCT review salaries annually and benchmark against other training providers within the network. This ensures we are providing excellent salaries.



Clothing and Equipment Allowance:

All staff are given an annual allowance and access to the MPCT online shop.



IIP Platinum:

MPCT has been awarded Platinum Status from Investors in People, putting the company in the top 1% of world class business performance.



Health Insurance

We insure all employees who have completed their 6 month probation with healthcare cover.



Work Based Pension:

Staff are enrolled on a work based pension scheme and the company contribute above the national minimum.



Free Eye Tests:

All staff are eligible to claim for an annual eye test.



Excellent Annual Leave:

All teaching or programme staff receive 8 weeks of holiday, through shutdown periods. All support staff receive 6 weeks holiday on a flexi basis.



Tea and Coffee:

Tea & coffee provided free of charge across all colleges. Staff are also encouraged to provide fruit.



Mobile Phone Allowance:

If you use your mobile phone for operational reasons or you hold a certain role, you can claim £15 per month.



SLT Awards:

All employees attend the SLT Awards & Christmas party, which is paid for by the CEO.



Car Allowance:

Staff in certain positions can claim a monthly car allowance.



Free Lunch Friday:

The last Friday of every month, all staff come together as a team and celebrate the month's achievements over FREE lunch.



Birthday and Christmas Gifts:

All staff receive birthday, Christmas, and special occasion gifts from the CEO.



Cycle to Work Scheme:

Staff can apply to join the cycle to work scheme on an annual basis.



Extra Leave Days:

Staff accrue an extra day's leave at 3, 4 and 5 years.



Annual Flu Jabs:

Staff are eligible to claim for an annual flu jab.

3YR

3 Years Service:

After 3 years service, you will be entitled to an extra £15 per month that can be spent on wellbeing.

5YR

5 Years Service:

After 5 years service, you will be presented with a £100 gift voucher as a thank you for your continued loyalty.

6YR

6 Years Service:

After 6 years service, you will qualify to having your birthday off each year. If your birthday falls on a weekend or leave period then you can take it on the closest time practicable.

9YR

9 Years Service:

After 9 years service, you will be eligible to receive a health check.

10YR

10 Years Service:

A gift of recognition of service is given for any anniversary from your 10 year anniversary onwards

12YR

12 Years Service:

After 12 years service, you will be eligible to claim a month's leave to pursue an activity(s) that benefits your wellbeing or personal development.

15YR

15 Years Service:

After 15 years service, you will be presented with a watch by the Managing Director for your continued service and loyalty.



MPCT PRIDE AWARDS

The MPCT Pride Awards recognise the exceptional contributions many of our staff had to make in order to make the necessary transitions at the beginning of the first lockdown in March. Teams were invited to nominate colleagues who had gone above and beyond expectations in their work, commitment, and engagement. Over 100 staff members have been recognised, with some staff receiving more than one award.



90 PRIDE AWARDS

“
Since March
2020.
”

Adam Grant Alex Webber Allan Peet Alys Moores Beth Miller Bonnie Simeon Brian Richardson Carl Russell Charles Weaver Charmaine Carter Chris Couling Chris Fletcher Chris Padget Clare West Connan Cuthbertson Craig Hepburn Cyle Rosser Dan Heath Dan Renshaw David Atkin David DLG David Huggins Diane Jones Gary Thistlewaite Gary West Geroge Thompson Gosia Komorowska Holly Hall Jahmolow French James Read Jan Levenson Janice Betteridge Jenny Brophy Jo Cook Josh Skinner Julian Lee Julie Lambert Kevin Cragg Kyle Smith Lauren Shanahan Leah Ambridge Lee Kelly Lee Richards Lee Winders Leigh Evans Liam Fleming Lianne Atkinson Lucy Parker Luke Phillips Luke Seal Martin Hunt Matt Williams Mich Saunders Mike Porter-Nash Mike Toye Natasha Kirk Nathan Currie Nathan Gibbons Paul Evans Pete Leak Rebecca Thomas Richard Harnott Rob Carter Ronnie Corbett Roshan Poudel Sam Cuthbertson Sam Foot Sarah Hulme Sarah Tarplee Scott Wamboi Si Wooller Stacey Hudd Steve Tallis Wayne Clarke Zenny Afsar



David Huggins
Centre Manager

“I was very humbled and surprised to win more than one PRIDE award. It was also great to be nominated alongside my partner in crime, Staff Kyle Smith. We really enjoy working together as a team and we like to create healthy competition between ourselves, which we believe always has a positive effect on our learners.”



Sam Foot
Marketing Assistant

“I was very grateful to be nominated for a PRIDE award; it makes me feel valued and affirms that the hard work I have been putting in is making a difference. I have enjoyed every minute of working within MPCT in an incredible team and I am excited by what the future holds.”



Leigh Wooten
Skills Instructor

“I was very grateful to receive a PRIDE award for a second time. I truly enjoy working with all the staff and Learners and I like to think that I am able to offer support and guidance alongside fulfilling my new additional duties as a specialist coach. I think teamwork is really important and it is nice to feel valued and appreciated within my fab Central team.”

**“WHEN WE STRIVE TO BECOME BETTER
THAN WE ARE, EVERYTHING
AROUND US BECOMES BETTER TOO.”**

Paulo Coelho



Best Skills Tutor Award

Departmental Review

MPCT seeks to continuously review and improve the structure of the organisation, especially to meet the changing landscape of education and training in the UK. During this year, MPCT has conducted reviews of the following departments or roles:

- Centre Manager/Lead/Instructor Training Needs Analysis
- Skills Instructor Training Needs Analysis
- IT Dept.
- Finance Dept.
- Skill staff in Wales
- Learner Support Team

Best Companies World Class



In June 2020, during the pandemic MPCT were part of the annual Best Companies independent survey. We have always worked hard at MPCT to ensure staff have the right support to remain engaged with and motivated towards fulfilling the mission and purpose of MPCT.

While the response of our team to the Best Companies' independent and anonymous survey shows that people are happy in their work, it also emphasises the collective belief in the mission: to continue making better citizens in the UK that we share. MPCT have been awarded "3 Star - World Class", the highest accolade within this system.

These reviews have resulted in significant changes in structure, staff responsibilities, practices, and processes.



Impact: Hearing from Our Staff

Would you recommend
MPCT as an employer?

100%

99%

I know what is
expected of me
whilst at work.

99%

I have the **materials**
and equipment I need
to do my work right.

97%

At work, I have **the**
opportunity to do what I
do best every day.

93%

In the last seven days, I have
recieved **recognition or**
praise for doing good work.

My Supervisor, or someone
at work seems to **care**
about me as a person.

100%

There is someone at work
who **encourages my**
development.

99%

98%

At work, my **opinions**
seem to count.

99%

The mission/purpose of
MPCT makes me feel
my job is important.

99%

My co-workers are
committed to doing
quality work.

93%

In the last six months,
my progress has **been**
supported.



99%

During this period, I have had opportunities to **learn and grow**.

99%

I have someone that I can **confide in** at work.

93%

How would you rate the **benefits provided** by MPCT?

Chloe Oles, Chloe Oliver, Jack Oliver, Judge Oliver, Kieron Oliver, Jonathan Olmiez, Daniel Oluwabiyl, Carl O'Neill, Shanly Ong, Marcus Orchard, Nathan Ord,
Lewis Owens, Richard Owens, Harry Owton, Keane Pack, Sam Page, Joe Paintain, Mia Palfrey, Nelo Paliotta, Jamekia Palmer, Jasmine Palmer, Nicole Palmē
Matthew Parks, Jak James Parks, Kate Parnaby, Jacob Parris, Rachael Parrish, Nathan Parsons, Finn Partridge, Kian Partridge, Lewis Passingham, Brandon Pa
Jacob Paynter, Jodie Peacey, Alfie Peach, Kyle Peakman, Nathan Pearce, Ryan Pearce, Georgia Pearlless, Jacob Pears, Rebecca Pedley, Jay Peel, Jessica Pe
Calla, Zane Petit, Radu Petrehus, Thomas Pettit, Patrick Pharaoh, Gabrielle Phenny, Ethan Phillips, Dylan Phillips, Jack Phillips, Kaine Phillips, Lilly Phillips, M
Connor Plant, Kyle Plant, Zack Plant, Louis Playfoot, Lukasz Plazewski, Charlotte Plumb, Jaelan Poggi Hamman, Harvey Pollard, Jack Ponting, Molly Poole, M
Powell, Tatiana Powell-Lefore, Harvie Powis-Parkes, Matthew Poxon, David Preda, Luke Preen, Scarlett Prentice, Dylan Preston, Alfie Price, Brandon Price, Ge
Jack Pullen, Caesar Pun, Narayan Pun, Harvey Purchase, Nathan Purvis-Hutchinson, David Pushpanathan, Lucas Quaglio, Joel Qualter, Lesley Queen, Shirley
Lisa Randall, Louis Randall, Eesah Rashid, Junaid Rashid, Ruby Ratajski, Dylan Ratje-Irving, Callum Rawlings, Jack Raybould, Ul Abdin Raza, Ubayd Razaq, To
Redmond, Brooklyn Reed, Mimi Reedings, Lottie Reedman, Alfie Rees, Chandler Rees, George Rees, Harry Regan, Faheem Rehman, Craig Reid, Owen Reid, J
James Reynolds, Joe Reynolds, Samuel Mark Reynolds, Reese Rhoden, Isabella Rhodes, Kaylee Rhodes, Charlie George Richards, Nathan Craig Richards, Go
Riddle, Leah Ride, Lilly Ridgway, Cameron Ridley, Megan Ridley, Rachel Rigby, Amiri Riley, Callum Riley, Joshua Riley, Nathan Riley, Joseph Riman, Jack Rimir
Roberts, Henry Roberts, Ryan Roberts, George Robertson-Legg, Lewis Robins, Ryan Thomas Robins, Anastasia Robinson, Ben Robinson, Callum Robinson, J
Bailey Robson, Liam Robson, Cory Robson-Hall, Benjamin Roden-Coyne, Heath Rogers, Jack Rogers, Leighton Rogers, Tia-Lou Rogers, Tyler Rogers, Kather
Joshua Rowberry, Rodante Rowe, Luke Rowlands, Lewis Rowley, Mason Roworth, Jahvan Royes, Lukas Rudinskas, William Rumble, Colby Russell, Liam Russel
Samuels, Adam Sanchez-Brown, Thomas Sandell, Alex Sanders, Monique Sanderson, Aishleen Sandhu, Samuel Sandiford, Jorge Miguel Sandoval Gimeno, J
Brandon Scarrott, Reece Nathan Lee Scarth, Peter Scheiner, Alfie Schenck, Freddie Schenck, James Schofield, Curtis Sciberras, Oliver Scobbie, Billy Scollie
Owen Seal, Louise Searle, Eloise Seaward, Jamie Sellars, Bryony Selwyn, Harry Semmence, Caitlin Senior, Alysia Seraj, Eduard Serban, Kacper Sereda, Dasso
Shearman, Paul Sheene, Aaron Shelley, Emily-Louise Shelton, William Shepherd, George Sheridan, Brendan Sherriff, Mausuf Shershan, Shannon Sheward, Jo
Mohamed Sillah, Jayden Simmonds, Emily Simmons, Robbie Simmons, Georgi Simov, Annabelle Simpson, Callum Simpson, Daniel Simpson, Louis Simpson,
Smikle, Leslie Smiles, Abbie Smith, Aidan Smith, Asher Smith, Atley Smith, Bradley Smith, Connor Smith, Elliot Smith, Hamish Smith, Harry Smith, Harry Da
Smith, Owen Smith, Owen Smith, Rebecca Smith, Ronnie Smith, Rosie Smith, Stanley Smith, Tegan Smith, Thomas Smith, Thomas Smith, Tom Smith, Willia
Sparrow, Harley Spears, William Speers, Kyle Spencer, Oscar Spencer, Sebastian Spencer-Peet, Page Spensely, Oliver Sperkowski, Jamie Spratt, Jaden Spring
Stanley-Palmer, Jaroslav Stano, Lennie Stapleton, James Stark, Callum Steaton, Lewis Steer, Cameron Steere, Louie Robert Stephen, Chay Stephens, Marcus
Tia Stevens, Reece Stevenson, Matthew Stewart, Destiny Stewart, Jack Stewart, Jamie Stewart, Sam Stirling, Jordan Stobbart, Ryan Stock, Liam Stocker, Jam
Street, Nathan Stringer, Ciaran Strong, Amy Strutt-Clare, Kyle Stuart, Bradley Stubbs, Kian Stutters, Marcus Styles-West, Bradley Suddick, Ethan Sullivan, Eve
Harrison Swindells, Humza Syed, Jamie Lee Syls, Samuel Sziklai-Kelly, Juliette Szostek, Nadine Tabner, Ellie Tadman, Sina Taghizadeh, Eman Tahir, Daniel Tai
Tas, Archie Tate, Jacob Tatham Rea, Alfie Taylor, Amber Taylor, Anthony Taylor, Callum Taylor, Cameron Taylor, Chezney Taylor, Daniel Taylor, Edie Taylor, Je
Kaitlyn Temple, Chloe Thackway, Ellie Thackway, Ishmail Thakali, Ajaya Thapa Magar, Joshua Thirlwell, Jack Thomas, Joel Thomas, Lewis Thomas, Millie Th
Thompson, Jacob Thompson, James Thompson, Joseph Thompson, Liam Thompson, Maru Thompson, Matthew Thompson, Nathan Thompson, Rhys Th
Thurgood, Kye Tickner, Harry Tilley, Jessica Tilley, Benjamin Tillison, Samuel Timms, Oliver Tither, Jordan Titley, Joshua Todd, Ryan Todd, Leah-Jade Todor
Townend, Jamie Towner, Aaron Townsend, Bethany Townsend, Harry Townsend, Jamie Townsend, Dylan Trainer, Jack Treves, Josh Trivett, Matthew Troath, M
Eddy Turner, Jessica Turner, Amy Turner-Bagot, James Turner-Wells, William Turton, Callum Tyler, Levi Tyrell, Patrick Tyreman, Aaron Tyzack, Maryam Uddin,
Reagan Varty, Louis Veneti, Shaina-Rose Verrall, Maisy Versey, Aiden Vickers, Daniel Vickers, Hugo Victorino, Harry Vincent, Kaine Vincent, Daiminta Vinciuna
Jack Wainwright, Carl Waites, Dylan Walden-Matthews, Grace Waldron, Alex Walker, Alfie Walker, Dylan Walker, Harrison Walker, Hollie Walker, Jaime Walk
Wallinger, Jamie Walls, Lewis John James Walmsley, Leah Walsh, Daniel Walters, Jordan Walters, Kobe Walters, Ethan Ian Anthony Walton, Jake Walton, Ca
Scott Waterland, Kian Watkins, Morgan Watkins, Benjamin Watson, Jackson Watson, Ruby Watson, Harrison Watson-Fisher, Callum Watt, James Watts, Ami
Robert James Weir, Theo Welland, Matthew Wellgreen, Elliot Wells, David Welsh, Tyler Wensley, Reece West, Claire West-Smith, Oliver Western, Jamie We
Kieran Wheeler, Cairo Whelanpossor, Nathan Whipday, Josh White, Mia White, Oliver White, Tom White, Caitlin White Hetherington, Aaron Whitehead, Brad
Widdowson - Bishop, Joshua Wigham, Lewis Wightman, Andrea Wigley, William-Joel Wigman, Kian Wilcock, Emma Wild, Jamie Wild, Nick Wild, Caine And
Rhiannan Wilkinson, Tom Wilkinson, Jasmine Willcox, Matthew Willcox, Javae William, Ross William John Clarke, Alec Williams, Connor Williams, Damian
Williams, Samuel Williams, Shaun James Williams, Theo Williams, Thomas Williams, Zachary Williams, Zak Williams, Shae-Ann Williams-Morris, Abbey Willia
Kieron Wilson, Mathew Wilson, Ronald Wilson, Ronnie Wilson, Shane Wilson, Tyler Wilson, Scarlett Winders, Jack Windows, Braydon Winfield, Molly Winn, E
Jamie Wood, Oliver Wood, Ryan Wood, Arron Woodcraft, Elizabeth Woodford, Zoe Woodforth, Edward Woodhouse, Lewis Woodman, Jack Woods, James W
Lucas Wrenn, Becky Sam Wright, Bradley Wright, Danny Wright, Demi-Leigh Wright, John Paul Wright, Joseph Wright, Mia-Elle Wright, Philip Wright, Joe Wr
Rhyanna Young, Rajab Yousef, Brandon Yun, Connor Zacharides, Maksims Zalovs, Luis Zambrano, Jay Zammit, Adam Zerouali, Oskar Zientara, Joshua Aardal
Alsharif, Charlie Alsop, Maisey Mae Anderson, Katie Leanne Andrew, Aidan Andrews, Jack Anthony, Cerys Anthony, Dafydd Anthony, Alexandru Antonesei
Gareth Aylott, Reece Aylott, Connor Bailey, Diesel Baker, Jordan Balint, Stephen Ballard, Mitchell Baller, Pierce Bancroft, Megan Banfield, Sam Barker, Samue
Danielle Benson, Elle Bentham, Corey Bentley, Brandon Bernard, David Berrios, Jack Berrow, Jake Bevan, Marcus Bevan, Iestyn Bevan, Edgars Bilinskis, Tabi
Bostock, Natthavut Bosup, Ethan Boswell, Callum Bowers, Kaitlyn Bowyer, Taylor Boyd, Michael Brabon, Ethan Brajer, Jack Brandon, Thomas Brant, Michael
Connor Buckley, Kieron Bullock, Matthew Burgess, Thomas Burley, Thomas Burnell, Taine Burnett, Joseph Burns, Bethany Burrell, David Saunders Burton,
Richard Carmichael, Penny Carr, Rhys Carter, Leon Casey, Georgia Chambers, George Chapman, Adam Chatwell, Mohammed Adan Chaudhary, Caine Child
Tyler Cole, Luke Coleman, Tyler Collier, Rhiannon Collins, Leigh Cook, Morgan Cook, Ben Cooksley-Donovan, Aaron Coombs, Daniel Cootes, Drew Cording,
Hughes, Lucian Mihai Croitoru, Stephen Cull, Nathan Currie, Sam Cuthbertson, Dominic Daines, Ellison Danks, Mackenzie Danks, Kian David, Alaia Davids
Davies, Ieuan Davies, Rowan Davies, Sean Davies, Georgia Davies, Owen Davies, Corey Davies, Jodie Davies, Sian Davies, Jack Davies, Ffion Mia Davies, J
Dix, Jason Doble, Ellis Dolby, Alisha Doody, John Dow, Bethan Dowling, Paul Down, Jack Doyle, Joseph Kian Doyle-Davies, Tristan Drake, Jenny Driver, Le
Edwards, Kelsey Edwards, Angela Edwards, Lewis Elliott, Vince Elliott, Jack Ellis, Courtney Elmer, Rebecca Elson, Sarah Engelhardt, Danial Evans, Seren Evan
Evans, William Evans, Michael Evans, Tia Evans, Isabelle Evans, Karen Evans, Sophie Evans, Harry Evans, Jack Evans, Willow Evans, Lloyd Evans, Louis Farn
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