



City of
Portsmouth
College



SKILLS PLAN AND ACCOUNTABILITY STATEMENT 2023

VISION

The college of choice for the city of Portsmouth and our region

MISSION

Shaping our city's future by unlocking the potential of its learners

STRATEGIC GOALS

1. Inspirational, aspirational and inclusive place to work and learn
2. Responsive and relevant curriculum offer
3. High quality teaching, learning and assessment
4. Trusted partner for the communities we serve
5. Stabilised and sustainable finances

Plus, three enabling themes:

1. Embrace digital technology in all we do
2. Beacon of sustainability best practice
3. Consolidation before expansion

VALUES

Be Collaborative
Be Aspirational
Be Respectful
Be Empowering
Be Supportive

College accountability statement

The College is required by the Department for Education (DfE) to produce an accountability statement to set out the focus of curriculum over a 2-year period in line with the overall College Strategy. This should be written to support the annual accountability statement that outlines the funding the college will receive to provide training. This document incorporates this requirement.

1. Purpose

The plan outlines how the college will support local, regional and national priorities. It is developed in response to the Skills Act (2021), following the Skills for Jobs White paper, increasing the accountability of colleges to contribute towards developing current and future skills demands. The plan is written to compliment the identified curriculum specialisms of the College Strategic Plan (2022 – 2026) and contributes towards several strategic priorities identified within the strategy.

2. Context and Place

In August 2021, Highbury College and Portsmouth College merged to form the City of Portsmouth College (COPC). The new organisation is a general further education college in Portsmouth, Hampshire, England. Total income in 2021-2022 was c£30m. Portsmouth is located within the Solent LEP. Hampshire Chamber of Commerce is the ERB leading on the development of the region's first LSIP, which the college has actively engaged with and supported. Portsmouth City Council is a unitary authority. The College also works closely with Hampshire County Council. Collaboration with local colleges is positive, strengthened further by successful collaborative bids and projects as part of the most recent SDF projects. The College also works very closely with the University of Portsmouth.

The new City of Portsmouth College delivers one educational and training solution for the businesses and communities of the city and the local region. The College has more than 60 years of experience, during which time it has built a strong reputation for academic, technical and professional programmes. It also has close relationships with those working in various industries which ensures the ever-changing needs of employers in the area are met.

COPC provides vocational and academic education and training, from first-step courses to university level foundation degrees, specialised services for business, and education in the community. Courses include A Levels, T Levels, vocational diplomas (BTECs), GCSEs, foundation degrees, apprenticeships and unaccredited leisure courses. The College actively promotes lifelong learning and delivers a wide range of adult courses at more than 40 community venues in and around Portsmouth, as well as at four College campuses. The College is also a provider of apprenticeship training in the southeast and currently offers apprenticeships in more than 40 subject areas.

2.1 Location

COPC has four sites, delivering a range of education and training opportunities:

- Highbury Campus specialises in delivering vocational and technical education.
- North Harbour Campus specialises in delivering construction courses, building services and other trades. It is also the home of the Net Zero Training hub.
- Sixth Form Campus specialises in delivering a range of academic programmes including the broadest range of A Levels in the city of Portsmouth.
- Arundel Campus located in the city centre, specialises in delivering English for Speakers of Other Languages (ESOL) programmes and employability programmes for the local community.

2.2 Students and our communities

Students and apprentices have access to a broad range of resources across the College's campuses, including worldclass learning and sports facilities. The College offers a comprehensive curriculum, minimising the need to travel, and draws on expertise from each previous college. The newly merged College supports a broad course offer for students and apprentices of all ages, meeting local and national skills needs. The newly formed College provides a city-wide careers and course advice service, supporting every member of the community in their lifelong learning choices.

2.3 Demography

The population of Portsmouth is currently 212,700 and is forecast to increase by 5% to 222,300 by 2026. Although it is an ageing population and proportion of young people will decrease slightly, the absolute numbers increase. The population of young people in year 11 in Portsmouth schools rises over the next 5 years.

The city has several areas of high deprivation with Charles Dickens Ward in the centre of the island being the most deprived ward. In addition, there is considerable building within the City with a projected further increase in young people. There is forecast to be a 5.5% increase in dwellings (or 5,030 additional dwellings) by 2026, up from 91,460 dwellings in 2019.

2.4 Employers and businesses

The merged College has increased the capacity to respond to employers' training and apprenticeship needs across the south of England and further afield. Employers and businesses can influence the complete curriculum offer in the city, supporting the future workforce and economy. There are opportunities for employers to use the world-class College facilities for their own training needs and to access bespoke training for their staff, organised by the College. Employers and businesses can help shape the talent of the future by influencing a wide number of work experience and industry placement activities, which will strengthen the pool of potential employees in the future. The new College, as a larger organisation serving the city, is better placed to bid for skills programmes to support the development of south Hampshire.

The college is engaged with over 500 employers in Portsmouth and the wider Solent region, a significant majority of which being SMEs, to inform and support the intent and implementation of the curriculum to ensure the college delivers the desired impact for all students. Key employer partners include:

- The Abri Group
- Compass
- Global Ceramics
- HBS Group
- H M S Collingwood
- Halfords
- Hampshire Plumbing and Heating
- Horizons Carpentry and Joinery
- KA Watts Electrical
- Mountjoy
- National Maritime Systems
- National Air Traffic Systems (NATS)
- Newsquest Media Group
- National Health Service (NHS)
- PMC Construction and Development
- Pompey in the Community
- Portsmouth City Council (PCC)
- Portsmouth Football Club
- Portsmouth Hospitals NHS Trust (Queen Alexandra Hospital)
- RJC Mechanical
- South Coast Refrigeration Services
- Spinnaker Tower
- Taylor Wimpey
- VIVID Housing

2.5 Schools and parents

City of Portsmouth College provides a cohesive and broad curriculum offer, which has been carefully planned to ensure there are clear ladders of progression leading to positive outcomes and next steps for our students. Working in close partnership with schools and parents, we provide the right support and expert advice to ensure the right choices are made. The breadth and depth of our offer means we have the right programme of study for everyone.

City of Portsmouth College has a well-established relationship with a high number of Secondary Schools over a wide geographical span. We are the first-choice destination for the significant majority of young people leaving school in Portsmouth.

2.6 Travel to Learn

Apprenticeships

The majority of apprentices live and work in Portsmouth:



16-19 Study Programme

The significant majority of young people studying at the college live in Portsmouth, with a concentration in Southern and Eastern parts of the City:



Adults

A significant proportion of adult students live in Portsmouth but the college has a wider geographical reach given the nature of the provision, for example FE and HE online courses:





3. Approach to developing the Accountability Statement

In arriving at the objectives for the coming year, the college has considered a wide range of supporting information including:

- Vector local market intelligence – used throughout the curriculum planning process
- Portsmouth City Council Economic goals
- Solent LEP priorities
- Solent LSIP first draft outcomes
- National Priorities

The various ways in which the College engages with stakeholders to plan, develop and deliver education training and support are set out in the college's curriculum strategy and supporting sub strategies relating to Employer Engagement, Schools Liaison and Apprenticeships.

The College works collaboratively with other local providers and partners in the city and wider county area, notably through formal and informal local networks, including the Portsmouth Education Partnership (PEP), Portsmouth Schools Network, Hampshire Chamber of Commerce, Business South, Shaping Portsmouth, Solent LEP and local authority led projects.

The college has close relationships with local universities in particular the University of Portsmouth for which we work collaboratively to support student progression.

The schools in the Portsmouth area are predominantly 11-16. While there is a University Technical College offering post 16 provision, their offer is specialist. The college therefore has an important role in working with schools to ensure young people are well informed about the full range of post 16 options available, progression routes, and the employment and career opportunities that are open to them.

The college has worked in partnership with other local colleges in the Solent area to ensure the skills gap around NetZero is decreased. In conjunction with this we have also worked with Shaping Portsmouth on the Decarbonisation plans for Portsmouth and Unloc to support the youth of Portsmouth and surrounding area to understand the requirements of NetZero.

3.1 Portsmouth and its Priorities

Portsmouth is one of the most densely populated cities in the country. It has the fourth largest economy in the South East, with a broad employment base and is the national home of the Royal Navy.

The city has a number of key economic development priorities up to 2029:

- Strengthen the Portsmouth brand
 - Build the brand: the great waterfront city
- Become a destination city for ideas and innovation
 - Create a marine and maritime engineering and/or clean growth innovation quarter.
 - Build on the strengths of the advanced manufacturing and engineering cluster.
 - Boost innovation, research and creativity to attract entrepreneurs and support the economy.
- Put people at the heart of regeneration
 - Prioritise a qualifications progression skills strategy for local talent.
 - Address low educational and pupil attainment in Portsmouth.
 - Empower residents in Portsmouth to raise the city's economic activity rate.
- Infrastructure and place
 - Push for new and improved public transport links regionally and locally.
 - Delivery of major transport infrastructure in Portsmouth.
 - Improve the city's housing offer.
 - Upgrade local place infrastructure and enhance the city waterfront.
 - Increase digital connectivity and utilities capacity.
 - Embrace Portsmouth's environmental and wildlife assets and tackle climate change
- Create a thriving and competitive business environment
 - Invest in and strengthen the visitor and creative industries sector.
 - Diversify the economy into more knowledge-based sectors.
 - Revitalise the city centre, and high streets across the city.
 - Make Portsmouth the most business-friendly city with the best support for businesses.

3.2 Solent's Key Sector priority areas

Headline skills needs include:

- Digital and knowledge skills to support across the economy and the specific digital and knowledge-based sectors.
- Advanced manufacturing and engineering in new industries and to replace an aging profile in existing industries.
- Hospitality and tourism sector
- Construction
- Computing/IT
- Qualified health professionals
- Soft skills such as written communications, negotiation, customer service, team working and emotional intelligence.
- Leadership and management

3.3 Solent LEP

The Solent LEP has a number of headline priorities for action:

- To provide leadership for the Solent Marine and Maritime Forum, ensuring that the priorities for action and investment priorities are delivered in partnership with the sector.
- To support Visit Solent, the South Hampshire and Isle of Wight Marketing Campaign, a bold and innovative campaign to boost the visitor and marine economy in South Hampshire and the Isle of Wight.
- Provide support for tourism activities in rural areas – The Solent LEP will allocate EAFRD funding to supporting tourism, recreation and leisure activities, destination development and marketing activities.
- To become the national leader and internationally recognised for its Low Carbon Green Economy, with specific support for:
 - New Low Carbon and Green Technology - capitalising on the world-class research in the sub-region into green technologies and turning these into business opportunities, growth and jobs as well as supporting strong manufacturing.
 - Resource Efficiency in Homes and Businesses through supporting with ERDF, a Low Carbon Construction Hub, to act as a centre of excellence for the development and adoption of low carbon construction, waste energy reduction and renewable energy production techniques across the Solent.
 - Developing large-scale renewable energy such as tidal and offshore wind, together with small scale on homes and businesses and renewable and district energy schemes incorporated into new development where practical.



3.4 Solent Local Skills Improvement Plan (LSIP) - March 31st 2023

The LSIP has been structured around the following six priorities:

- **Priority 1:** Awareness and aspiration
- **Priority 2:** Navigating the skills ecosystem
- **Priority 3:** Proactive employer engagement
- **Priority 4:** A more agile skills ecosystem
- **Priority 5:** Pathways to skills
- **Priority 6:** Managing the skills transition

The ERB has identified the following as priority sectors for employment and skills development:

- Advanced manufacturing and aerospace
- Digital technology and computer science
- Visitor, creative and cultural industries
- Health and Social Care

Priority 1: Awareness and aspiration: Ensure the skills ecosystem can improve the life chances of all communities across the Solent.

Specific outcome for COPC: Tackling deprivation and promoting diversity

Priority 2: Navigating the skills ecosystem: Reduce complexity and improve complementarity within the skills ecosystem in the Solent.

Specific outcome for CoPC: Improve complementarity and coordination

Priority 3: Proactive employer engagement: Encourage employers to play a greater role shaping local provision and promote the benefits of engagement.

Specific outcome for CoPC: Develop and nurture partnerships

Priority 4: A more agile skills ecosystem: Improve responsiveness by building on increased digitisation and the requirement for flexibility.

Specific outcome for CoPC: Focus on core competencies and building resilience

Priority 5: Pathways to skills: Acknowledge that career pathways are not linear and facilitate greater brokerage within the skills ecosystem.

Specific outcome for CoPC: Focus on progression, including across sectors. Delivery by sector specialists

Priority 6: Managing the skills transition: As technology advances towards Industry 4.0, future proofing the skills ecosystem is key to securing success

Specific outcome for CoPC: Net zero is a fundamental priority

3.5 National Priorities

National Skills Priorities have been agreed across Government and are areas with high volumes of vacancies which are expected to increase; long-term structural barriers to recruitment, retention, and progression issues; and are important in providing opportunities for employment in key growth areas such green jobs, creative industries and science and technology (including AI and quantum computing). These sectors are:

- Construction
- Manufacturing
- Digital and Technology
- Health and Social Care
- Haulage and Logistics
- Engineering
- Science and Mathematics

The college will prioritise curriculum development, where practical, through a small number of high-quality programmes that have been co-designed with employers in the sectors listed above and that have a strong track record of delivering good outcomes for learners. These programmes are:

- T levels
- Apprenticeships
- Free Courses for Jobs
- Skills Bootcamps
- Higher Technical Qualifications (HTQs)



4 Contribution to National, Regional and Local Priorities

Strategic skills goals	Strategic plan link	Contribution to local, regional and national skills	23-24 actions	Impact	23/24 KPI
Further develop the net zero training centre, creating a centre of excellence for South East Hampshire and the wider Solent Region	Strategic goal 2: Responsive and relevant curriculum	Skills Action Plan and Local Skills Report for the Solent published - Solent LEP Portsmouth Local Plan - Portsmouth City Council	<p>Integrate and expand the courses on offer across the wider construction programmes.</p> <p>Actively engage and support the new Solent Cluster</p> <p>Participation in the SDF projects with local colleges and provider</p>	<p>Increase in provision with the net zero training centre.</p> <p>Relevant skills for net zero are integrated within full time study programmes, ensuring the future local workforce in all occupations possess skills relevant to an economy not dependent on fossil fuels.</p> <p>CoPC representing the FE Colleges and securing Government funds to support R&D and skills training.</p>	<p>3 new Net Zero courses developed and offered equating to 45 enrolments</p> <p>Environmental programme embedded into enrichment offer (E6 becomes E7)</p>
Develop clear ladders of progression within technical education, that meet T level and HTQ priorities. Align curriculum development with local employer needs.	Strategic goal 2: Responsive and relevant curriculum	Skills Action Plan and Local Skills Report for the Solent published - Solent LEP	<p>Update the curriculum development roadmap.</p> <p>Successfully launch and recruit to new T levels in Digital, Engineering, Construction.</p> <p>Successfully develop, launch and recruit to two new HTQs in Health and Construction.</p> <p>Successfully develop Skills Bootcamps for Air Source Heat Pumps, Digital and Engineering that provides students with foundation level knowledge, skills and behaviours that enables them to progress onto sector-based pathways.</p>	<p>Increase in external enrolments to occupationally specific T Levels and HTQ courses and internal college progressions to the same.</p> <p>Capital investment in the college is targeted to provide high specification learning environments in priority sectors matching local skills needs ensuing a productive workforce attuned to local needs of employers.</p> <p>Positive destinations for students studying on T Levels and HTQs and an increase in local employers offering high quality employment job roles.</p> <p>Meaningful and relevant industry placements associated to T Levels.</p>	<p>82 T-Level enrolments in Health, Healthcare Science, Computing, Engineering, Construction and Childcare and Education.</p> <p>48 HTQ enrolment in Health and Construction</p> <p>£1.857m capital investment used to develop learning environments in priority sectors of which £763k targeted to T-Level equipment and £150k to HTQ learning environment development.</p> <p>100% of T Level students successfully placed in meaningful and relevant industry placement</p>

Strategic skills goals	Strategic plan link	Contribution to local, regional and national skills	23-24 actions	Impact	23/24 KPI
Continue to work closely with local schools to provide high quality careers advice and taster sessions that raise awareness of local career opportunities.	Strategic goal 4: Trusted partner for the communities we serve	Skills Action Plan and Local Skills Report for the Solent published - Solent LEP	<p>Further enhance and develop the range of school taster activities and events</p> <p>Work closely with the South EBP to support work experience, placements and IAG across the Portsmouth City region</p> <p>Re-launch the College's Pre-16 (14-16) curriculum offer.</p> <p>Continue to work closely with local stakeholders including Shaping Portsmouth and Portsmouth City Council.</p>	<p>Increased awareness, and enrolment of 16 year olds to courses which meet occupational needs of employers in the area of the eastern Solent.</p> <p>Impactful events held at feeder schools which align to sector priority areas of the eastern Solent.</p> <p>Improved positive destinations for Pre-16 students on courses which meet occupational needs of employers in the area of the eastern Solent.</p> <p>High quality IAG and careers advice mapped to Gatsby benchmarks.</p> <p>Increased enrolments from feeder schools within the main geographical area.</p>	<p>3150 study programme enrolments (22/23 base-line curriculum plan target 2984)</p> <p>55 planned school en-gagement events (22/23 baseline 50)</p> <p>2100 year 11 applications (22/23 baseline 1900)</p> <p>40% positive destination for full-time FE students - progression into Further Education (22/23 baseline 35% TBC)</p> <p>25% positive destinations for full-time FE students - progression into Higher Education (22/23 baseline 20% TBC)</p> <p>20% positive destinations for full-time FE students - Apprenticeship / Employment (22/23 baseline 15% TBC)</p> <p>25% apprenticeship Pro-gression – employment (22/23 baseline 20% TBC)</p> <p>25% apprenticeship Pro-gression - next level ap-prenticeship/Further relevant training (22/23 baseline 20% TBC)</p> <p>100% compliance with the 8 Gatsby benchmarks (22/23 baseline 100%)</p>

Strategic skills goals	Strategic plan link	Contribution to local, regional and national skills	23-24 actions	Impact	23/24 KPI
Continue working closely with the City Council, in supporting the development of the first Digital City, reducing adult digital poverty, and promoting progression to employment.	Strategic goal 4: trusted partner for the communities we serve	Portsmouth Local Plan - Portsmouth City Council	Produce a joint branded Digital Skills programme targeted at hard to reach adults, and adults with low levels of digital literacy Produce a progression roadmap to enable adults to plan for and engage with further training and access employment.	Increase in adults engaging in digital skills programmes linked to occupational ambitions. Reducing the digital poverty and skills gaps within Portsmouth. Year on year improvement in progression to employment, higher paid employment or higher learning.	328 IT/digital taster and advanced course enrolments for adults in the community (22/23 baseline 252 enrolments)
Transform the apprenticeship offer at the college, significantly improving the quality of the employer relationship and the quality of the apprentice experience.	Strategic goal 2: Responsive and relevant curriculum	Skills Action Plan and Local Skills Report for the Solent published - Solent LEP	Embed apprenticeship delivery into the technical curriculum offer. Upskill current lecturers and trainers. Integrate sales into marketing to create a cross college employer liaison team and marketing team. Purchase a new Customer Relationship Management (CRM) product and build a high-quality CRM data set. Improve the quality of employer engagement activities, and the levels of service provided.	Increases in apprenticeship numbers for standards which meet local priority needs. Improved feedback from employer and apprenticeship experience. Increases in positive destinations and career progression. Improved college Self-Assessment outcomes for apprentices (and gradings) across apprenticeship provision.	318 apprenticeship en-rolments (22/23 baseline 216) 3-star rating (Good) on Find an Apprenticeship site (22/23 baseline Good) 25% apprenticeship Pro-gression – employment (22/23 baseline 20% TBC) 25% apprenticeship Pro-gression - next level ap-prenticeship/Further relevant training (22/23 baseline 20% TBC) Overall achievement rate 60% (22/23 baseline 50% TBC) Apprenticeships provision graded Good through self-assessment process (22/23 baseline Requires Improvement TBC)

Strategic skills goals	Strategic plan link	Contribution to local, regional and national skills	23-24 actions	Impact	23/24 KPI
Mobilise the new Sustainability Strategy, further reducing the carbon footprint of the college in supporting local and national goals on net zero and the environment.	Strategic goal 5: Stabilised and sustainable finances	The future of work: jobs and skills in 2030 - GOV.UK (www.gov.uk)	Reduce CoPC's carbon footprint by 50% by 2035 (based on a 2022 baseline). Reduce CoPC's water consumption by 30% by 2030 (based on a 2022 baseline). Reduce CoPC's landfill waste by 50% by 2030 (based on 2022 baseline).	Current students/future workforce understand and can articulate the importance of moving to low carbon/sustainable working practices. Employer visibility of an effective Sustainability strategy for the business of the college and how learners are involved and informed of this. Employers have the opportunity to challenge and feedback on this through Employer Advisory Boards (EABs). Reduction of the carbon footprint, water consumption and landfill waste by CoPC in line with the targets for 2035.	Environmental programme embedded into enrichment offer (E6 becomes E7) 9 Employer Advisory Boards in priority sectors aligned to curriculum development (Construction and Building Services, Health, Net Zero, Engineering, Digital, Childcare and Education, Creative Industries, Business and Professional Studies, Hair and Beauty and Hospitality and Catering) – 22/23 baseline 6 Employer Advisory Boards
Refine and relaunch the E6 Personal Development Programme (a six-strand initiative of courses, training and experiences focussed on soft skills in preparation for the world of work).	Strategic goal 2: Responsive and relevant curriculum	Skills Action Plan and Local Skills Report for the Solent published - Solent LEP	Broaden the E6 offer to include digital skills and sustainability content. Targeted promotion of the E6 offer to Highbury and North Harbour campuses to increase participation.	Positive destinations for students engaging on the E6 programme. Increase in student partaking in courses providing E6 programme. New programmes developed as part of the colleges E6 offer.	15% (488) full-time FE students engaged in extra-curricular enrichment activities (E6) – 22/23 baseline 8% Environmental programme embedded into enrichment offer (E6 becomes E7)

Strategic skills goals	Strategic plan link	Contribution to local, regional and national skills	23-24 actions	Impact	23/24 KPI
Continue working collaboratively with the regional education providers to ensure a high quality, responsive and co-ordinated education and training offer for the Solent and wider region.	Strategic goal 4: trusted partner for the communities we serve	Skills Action Plan and Local Skills Report for the Solent published - Solent LEP	<p>Use the LSIF to further the occupationally focused projects from SDF round 1 and 2, in addition to broader projects designed to meet priorities identified in the LSIP.</p> <p>Continue engaging with local colleges to ensure a co-ordinated curriculum offer across the Solent.</p> <p>Continue to work in partnership with University of Portsmouth to deliver educational pathways into employment and onto higher learning.</p>	Achievement of collaborative project goals that aim to deliver a more co-ordinated approach to the region's curriculum offer for young people and adults.	<p>55 planned school engagement events (22/23 baseline 50) of which 5 to be undertaken as a collective group of Solent colleges</p> <p>4 new Higher Education courses developed in partnership with UoP for a Sept 24 enrolment (22/23 baseline 2 new Higher Education courses)</p>



5 Corporation Statement

Our first strategic plan as a newly merged organisation, sets out a clear vision for the part we will play in helping to ensure a successful future for the city of Portsmouth – its businesses, its communities and its people. The coming together of our four campuses under a single college for all the people of Portsmouth puts the provision of 16-18, apprenticeships and adult education in a stronger position than ever before.

We can now play a central role alongside strategic partners who share our aspirations. One great college for one great city. The strategic plan sets out our commitment to the scale and quality of our provision as the leading provider of courses and apprenticeships. With a new identity, a new leadership team and the expertise of our talented staff, we are looking to the future with renewed optimism and confidence.

[Click here to view the City of Portsmouth College Strategic Plan 2022–2026](#)

The Corporation has been actively engaged with the development of the accountability statement and has approved this final draft, and will formally approve the final document at the Board meeting in July 2023.

List of supporting documents

- [Strategic plan: Who we are | City of Portsmouth College](#) (city-of-portsmouth-college.ac.uk)
- [Financial report 2021-22: Statutory accounts | City of Portsmouth College](#) (city-of-portsmouth-college.ac.uk)
- LSIP report – not yet published
- [Solent LEP Skills Plan - Skills Action Plan and Local Skills Report for the Solent](#) – published - Solent LEP
- [Portsmouth Local Plan](#) - Portsmouth City Council
- [National priorities - The future of work: jobs and skills in 2030](#) - GOV.UK





DRAFT



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