

City of Bristol College

ACCOUNTABILITY AGREEMENT

2023/24



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Introduction

The City of Bristol College Accountability Statement 2023/24 allows us to share our current strategy and future direction as an Ofsted ‘GOOD’ College.

In the pages that follow we provide an overview of our provision, outline why this is important and discuss what contribution we are making to meeting local, regional and national skills needs.

The report covers the internal environment that we operate in, sharing information about our staff and students who make-up City of Bristol College. We also outline the work of our two subsidiary companies: Partners in Bristol and the South West Apprenticeship Company.

We benefit from valued partnerships and established relationships with a wide range of external stakeholders including employers who have been instrumental in shaping our work and who will continue to work with us as we map our future.

By academic year 2024/25, we are striving to be recognised as a high-performing College that goes above and beyond to meet the needs of the City and surrounding areas that we serve.

Our strategic aims for 2023/24 are set out in this statement which should be read in conjunction with our Strategic Plan and Skills Statement.

The end of the document includes a range of links to find out more details about all areas of our work.

Respect, Ambition, Honesty and Inclusion are our core values and these underpin the entirety of who we are, what we do and what we stand for.

Everyone Belongs at City of Bristol College and we hope this report provides you with a flavour of our College community.



Julia Gray

Principal and Chief Executive Officer

Our Purpose

Our Mission

We are Bristol’s College

**Transforming Lives –
Developing the Workforce of the Future**

Our Vision

By academic year 2024/25, we want to be recognised as a high-performing College that meets the needs of The City we serve.

Our Values

Respect

We are respectful to each other

Ambition

We are ambitious for ourselves and for our college

Honesty

We are honest in everything that we do

Inclusion

We are inclusive, Everyone Belongs here and is given the opportunity to achieve with us





Leaders and managers have developed a purposeful curriculum, with content being selected carefully to ensure that it meets current industry practice.

Ofsted Report 2023 -



The purpose of this document is to provide an overview of our provision, to outline why it is important and to discuss what contribution we make to meeting local, regional and national skills needs.

Following significant internal and external consultation, in December 2021, The College Corporation approved the new '[Transforming Lives' Strategic Plan](#) and accompanying [Mission, Vision and Values](#).

The plan was drafted in response to changing educational policy and to respond to a country, and a sector, emerging from the Covid-19 pandemic, facing economic challenges and adapting to the climate emergency.

The plan identified four strategic aims:

- ▶ To enable all students to achieve their potential by delivering high-quality education, training and support to meet wider needs
- ▶ To work collaboratively to meet the needs of The City, and the wider region, whilst being responsive to current and future demands
- ▶ To work together as a valued and proactive workforce committed to continuing professional development for all
- ▶ To ensure strategic decisions and operational activity support the long-term financial sustainability of The College

Underneath the aims are three key themes that underpin everything we do - working with partners to make a difference in The College, The City and beyond. The three themes are all interlinked, and we will be mindful of the need to consider them as a whole rather than as individual strands:

- ▶ Equality, Diversity & Inclusion
- ▶ Sustainability & Climate Action
- ▶ Addressing Economic Inequality



Since the [Strategic Plan](#) was approved and published, The College has continued with its improvement journey with the following significant changes:

- ▶ A new Principal & Chief Executive, Julia Gray, joined us in January 2023.
- ▶ We have secured a [Good Ofsted Grade](#) and have been recognised as meeting skills needs.
- ▶ Additional Curriculum & Quality Corporation members have been appointed to continue to ensure that The College benefits from a well-balanced board.
- ▶ We have received capital and revenue funding, including two rounds of Skills Development Funding, to invest in our buildings, equipment and staff to support our role in meeting skills needs in Health & Social Care, Construction and Creative & Digital.
- ▶ The College has improved its financial position with both its trading performance and cash position significantly improving. We are forecasting to have good financial health as at 31 July 2023.

For more information see:



Context and Place

The External Environment Bristol – ‘A tale of two cities’

Bristol is widely regarded as being composed of ‘two’ cities. The inequalities in education, health and employment are clear with significant deprivation including in, but not limited to, the South of The City. This is strongly juxtaposed with the wealthier, high-tech locations with large employers putting down roots here.

The population of Bristol was estimated to be 471,200 people at the end of June 2021. The next few years are set to see a rise in the number of school leavers. The College’s student body reflects the diverse population of Bristol. We are working to ensure that our staff profile better matches the student population that we serve.

West of England

Population in the West of England is expected to increase by 4.5% between 2020 and 2025, adding an additional 42,397 people to the area. Within the region, 42% of adults hold a degree equivalent or above which is 10pp above national average. 4% of residents hold no formal qualifications, compared to 7% nationally.

Areas of deprivation

Despite high average prosperity in The City, and the region, areas of Bristol remain within the most deprived 10% in England. The 10 most deprived neighbourhoods are located in Bristol South.



Economic and Social Characteristics that Inform Skills Needs

As of July 2022, [according to statistics obtained from Bristol City Council](#), Bristol has 41 areas in the most deprived 10% in England, including 3 in the most deprived 1%. The greatest levels of deprivation are in Hartcliffe & Withywood, Filwood and Lawrence Hill.

In Bristol, 15% of residents (70,800 people) live in the 10% most deprived areas in England, including 19,000 children and 7,800 older people.

6.8% of 16-17 year olds (2020/21) were “not in education, employment or training” (NEET), worse than national average (5.5%).

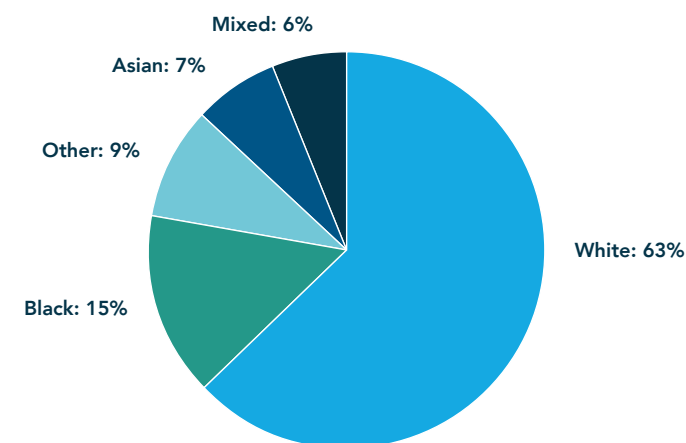
15,400 children under 16 (17.9%) live in relative low-income families in Bristol (2019/20), significantly below the national average of 19.1%.

The Internal Environment – Everyone Belongs

City of Bristol College

We are a large further education College with campuses across Bristol and South Gloucestershire. We currently educate and train circa 11,000 students each year across a wide range of courses. We are committed to ensuring that we welcome everyone and seek to meet the needs of individuals from all communities.

In 2019/20, the female / male ratio of students was 51 to 49. The age profile was 16-18 (29%); 19-23 (18%) and 24+ (53%). In 2019/20 we had 711 registered asylum seekers studying with us. There are 66 distinct first languages spoken by our students. In 2019/20, 25% of our student cohort had a disability or learning difficulty. We have a diverse student population:



We are one of The City’s larger employers with circa 1,000 staff across teaching and professional support. 66% of our staff are female and over 70% are employed with part-time or flexible working arrangements. Our gender pay gap is currently 10% (against a national average of 15%, and a sector average of above 22%). We are a Real Living Wage employer and a Disability Confident

Employer; ensuring that The College remains a place where our staff feel comfortable to be themselves. We continue to commit to emerging local and regional initiatives including the West of England Good Employment Charter. We employ apprentices in a wide range of business support roles.

Bristol

Advanced Engineering Centre A

Motor Vehicle Technology Centre B

C Ashley Down Centre

D College Green Centre

South Bristol Skills Academy E

Advanced Construction Skills Centre F

Bath

L Weston-super-Mare

Estates & Infrastructure

We have outstanding facilities at our campuses across The City and in South Gloucestershire:



Advanced Engineering Centre at Parkway

The Advanced Engineering Centre is purpose-built with state-of-the-art facilities including workshops, computer-aided simulation rigs, testing and diagnostic equipment and an aircraft hangar. Students at this centre have access to industry-standard equipment.



Motor Vehicle Technology Centre at Parkway

The Motor Vehicle Technology Centre is home to most of our automotive provision, and is the DAF Apprenticeship Centre, with specialist facilities including heavy and light vehicle workshops.



Ashley Down

Ashley Down is situated a short distance from Gloucester Road. It houses part of our University Centre, part of our English for Speakers of Other Languages (ESOL) 16-18 and SEND (Special Educational Needs and Disabilities) provision, as well as the Access to Higher Education courses.



College Green

College Green is the main site for our A Level provision, Science, English for Speakers of Other Languages (ESOL), Art, and Health and Social Care courses, alongside many more.



South Bristol Skills Academy (SBSA)

The South Bristol Skills Academy offers a bright and spacious environment for our students including specialist classrooms for our SEND students. Our signed Memorandum of Understanding with the University of the West of England will allow an expansion of our University-Level study options at SBSA.



Advanced Construction Skills Centre

The £9million Advanced Construction Centre (ACSC) spans an impressive 3,500 sqm at our South Bristol site. The centre was built with sustainability in mind, in partnership with the West of England Combined Authority.

Subsidiary Companies – The South West Apprenticeship Company (SWAC) and Partners in Bristol (PiB)

The College has two wholly owned subsidiary companies to support our curriculum offer in areas where more flexible and tailored provision is appropriate.



The South West
Apprenticeship Company (SWAC)

SWAC is an apprenticeship job agency that helps businesses to expand their talent pool and grow by providing unique apprentice employment solutions that are tailored to suit individual needs.

They are specialists in apprentice recruitment and employment, working with mainly with SMEs (small and medium-sized enterprises) managing every aspect of the apprenticeship; the apprentices are employed by SWAC and placed with 'Host Organisations' for the duration of the apprenticeship. SWAC have an in-depth understanding of the market and can therefore provide a detailed solution for all apprenticeship and training needs.

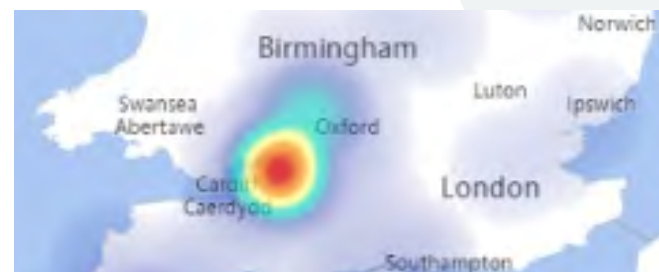


Partners in Bristol (PiB)

PiB offer innovative and flexible solution-focused training for employers making a difference to skills and training in Bristol and beyond.

Established in 2020, Partners in Bristol pride themselves on the ethos that everyone should be given the opportunity to learn and grow within their chosen career. By providing high quality, professionally designed curricula, this ensures that progression is guaranteed.

A national reach, with a local focus



For more information see:

Planning for Success

We work with a wide range of stakeholders across Bristol, The City region and nationally including:



Approach to Developing the Annual Accountability Statement

We have actively engaged with the Local Skills Improvement Plan (LSIP) – contributing to and participating in the research and development including and providing feedback on the priority findings:

In drafting this Accountability Agreement, we have taken into account:

- ▶ The priority findings from the [West of England LSIP](#)
- ▶ The findings from the [West of England LSIP Trailblazer](#)
- ▶ National Skills Policy Guidance including the National Skills sector priorities updated in April 2023 as part of the [Accountability Agreement guidance](#)
- ▶ [WECA Horizon Scanning: Post 16 Education & Skills Infrastructure document](#)

We have also responded to the findings of our [most recent Ofsted Inspection](#).

In addition, as part of our regular business and curriculum planning activities, we have reviewed relevant labour market intelligence (LMI) data including RCU Market analysis.

In responding to the LSIP priority findings, we have reviewed the sector specific findings in detail and recognised the emerging themes across all sectors in the areas of:

- ▶ Soft Skills
- ▶ Mental Health
- ▶ Maths Skills
- ▶ Careers Support for Individuals and Employers
- ▶ Digitalisation
- ▶ Green Skills

The key external stakeholders we have consulted with in developing our plan

We have worked collaboratively with the other colleges within the West of England on the production of our Accountability Agreement. Having worked collectively through existing close working relationships, forged through joint skills planning formerly with the Local Enterprise Partnership (LEP) and latterly with the West of England Combined Authority (WECA), all further education partners have shared their priorities within their individual Accountability Agreements to ensure that, collectively, we are addressing known skills gaps, avoiding duplication, and supporting the targets set within both the WECA Skills Plan and in the Business West LSIP.

In addition, with relation to the Accountability Agreement specifically, we have consulted directly with Bristol City Council, the West of England LSIP team and The University of the West of England.

How we are working with partners to meet skills needs

We are committed to working with partners across The City and wider region; a collaborative approach that the College has subsequently been recognised for.



Leaders and managers work effectively with employers and stakeholders to identify the current and future skills needs."



Leaders are members of the West of England combined authority board. They are key partners in Bristol City Council's 'One City' strategy, which aims to meet the current and future skills needs of Bristol.

Ofsted Report 2023 - 

Ofsted Report 2023 - 



They actively contribute to the reduction of worklessness through close work with Jobcentre Plus. Leaders and managers also work with large national employers, such as DAF Trucks Ltd, and with local small to medium enterprises to provide the skilled workforce they need. As a result, City of Bristol's college curriculum aligns well to local/regional skills priorities.

Ofsted Report 2023 - 

We have a strong working partnership with this business – one of the country's leading lorry and heavy goods vehicle manufacturers.

For more than 20 years, the College and DAF Trucks have worked in partnership to run apprenticeship programmes out of our highly specialised Motor Vehicle Centre at Parkway.

As a College, we work in partnership with a wide range of civic and community partners, employers and other providers.

We work closely with Bristol City Council (BCC), WECA and the Department for Work and Pensions (DWP) across a range of areas to effectively gather and share intelligence including around the offer for the unemployed (including those furthest from the work place), work in the Care sector, ESOL and provision for adults with learning difficulties and disabilities.

We also possess links with three local Higher Education Institutions, The University of the West of England (UWE), The University of Bristol (UoB) and Bath Spa University; these links and working relationships remain strong. Joint activities continue to be developed through partnership agreements.

City of Bristol College is a core partner in the local Civic University Agreement (CUA) group alongside UWE, UoB and BCC / One City. The ambition is to create a joint collaborative CUA for the city with an initial focus around Education & Skills including improving employability, widening participation in HE, increasing access to apprenticeships and access to lifelong learning.

The IoT+ group has enabled active participation with LSIP and SDF with a positive impact around Construction Green Skills, Health & Social Care and Digital, through capital investment, staff continuing professional development (CPD), and collaborative activity with other providers.

For more information see:



Our Contribution to National, Regional and Local Priorities

The following short-term aims have been informed by national, regional and local Labour Market Intelligence.

The targets set out how we will respond to: National Skills Priorities, the emerging West of England LSIP priorities, the WECA Skills Plan and the Bristol One City Plan.

In drafting the Accountability Agreement, we have responded to the West of England LSIP priorities, being mindful of neighbouring LSIPs for Gloucestershire and for Swindon & Wiltshire where these are relevant for CoBC activities and for the activities of our subsidiary companies PiB and SWAC.

In addition to the above, the aims and targets respond to the findings of our most recent Ofsted Report where relevant.

Further detailed information can be found in relevant operational City of Bristol College documents for 2023/24.

COLLEGE STRATEGIC AIMS FOR 2023/24				
Aim 1 – To transition to a sector-based approach to employer engagement to ensure investment in skills is utilised well to meet current and future needs developing meaningful and trusted relationships between the college and employers	Key sectors for 23/24 LSIP priority findings, WECA priorities and National Skills Priorities: <div>► Creative (incl. IT & Digital)* ► Construction* ► Engineering & Advanced Manufacturing, Motor Vehicle & Logistics* ► Health & Social Care (incl. life sciences)*</div> To review in 24/25: <div>► Tourism, Culture & Service Industries**</div> <small>*LSIP and WECA priority ** WECA only priority</small> National Skills priorities: <div>► Construction ► Manufacturing ► Digital & Technology ► Health & Social Care ► Haulage & Logistics ► Engineering ► Science & Mathematics</div>	LSIP	WECA	National Skill Priorities
		✓	✓	✓

Aim 1 – Impact and / or Contribution to Meeting National, Regional & Local Priorities for Learning & Skills	1.1 - Develop a revised Skills / Employer Engagement Plan ahead of the new academic year 2023/24 (sign off at July 23 Board) focused on priority sectors and informed by meaningful engagement with employers across sectors; LSIP priority findings; WECA priorities; LMI and National Skills priorities. Move the College away from a 'product focus' within particular departments to a cross-college offer which is responsive to labour market needs in the following sectors: ► Health & Social Care (incl. life sciences) Future workforce: Complete the Health & Care suite funded through SDF support student's knowledge and practice with new technology balanced with 'low tech' skills. Develop a Health offer across levels including HE. Current workforce: Build on the successful SDF work, including use of H&SC transportable kit, to upskill staff through short courses in the workplace. ► Creative (incl. IT & Digital) Future workforce: Review IT offer across all levels and provision to support the future workforce needs for Bristol as a high-tech hub. Current workforce: Review courses on offer to the creative sector in-line with LSIP findings. ► Construction Current workforce: Support employers to create a sustainable workforce with a curriculum offer which enables students to step off at L1 and L2 whilst offering lifelong learning opportunities to upskill and reskill. Future workforce: Review Green Skills offer building on SDF CPD activity. Review decarbonisation, sustainability & alignment to the UK's Net Zero Strategy Skills needs. Review retrofit offer. Develop higher level qualifications. Ensure clear education and support on mental health awareness in the sector. ► Engineering & Advanced Manufacturing	LSIP	WECA	National Skill Priorities
		✓	✓	✓

	<p>Current & Future workforce: Curriculum review of the needs of Engineering and Advanced Manufacturing to meet local, regional and national skills needs of industry 4.0 in early 23/24. Continue to work as part of the West of England Institute of Technology+ for LSIF</p> <p>► Automotive & Logistics</p> <p>Current & Future workforce: Review provision following extensive Logistics research.</p>	LSIP	WECA	National Skill Priorities
		✓	✓	✓

Meeting National Skills needs by qualification

In 23/24 we will continue to review how we meet national skills priorities through the following qualifications:

Academic Qualification pathways

including a whole programme A Level offer as well as an A Level / alternative academic qualification (AAQ) joint programme offer from 24/25 in line with the changing qualification landscape.

T Levels and other technical occupational entry and progression qualifications

Our T-Level plan and qualification reform timelines are based on changes to the defunding of other qualifications in line with recently announced qualification reforms that will take effect from 25/26 on all academic and technical qualifications at level 3 and below:

23/24 – Introduction of Education and Early Years T-level

Apprenticeship expansion planned in the following areas (link to aim 2 below):

Expand number of Apprenticeship standards across all four LSIP priority sectors according to sector growth:

- Construction
- Engineering & manufacturing
- Health & social Care
- Digital & Technology



Free Courses for Jobs

We will continue to develop curriculum which falls within the Free Courses for Jobs offer (formerly NSF) against the backdrop of a challenging local demographic of low numbers of eligible learners. Using new flexibilities within the funding rules we envisage increasing our offering in Construction, Health and Education.

Skills Bootcamps for 23/24:

- LGV/ HGV (PiB)
- Leadership & Management (PiB)

Higher Technical Qualifications

New for 2023/24 HTQ Advanced Practitioner in Mental Health (with Apprenticeship pathway).

<p>Aim 2 – Expand partnership arrangements to maximise apprenticeship opportunities locally, regionally and nationally to meet employer need through current and revised offer responding to the findings of the three local LSIPs.</p>	<p>2.1 – CoBC and SWAC joint offer to support new Apprenticeship provision to meet demand in the following sectors</p> <p>IT: Expand Digital support technician. Data analyst planning to be launched in academic year 23/24. CoBC and SWAC working in partnership to develop a package for the sector as many tech companies are SMEs/Micros with limited HR.</p> <p>Construction: Build on current Level 4 Construction offer, site supervision, developing further pathways for higher level qualifications in 23/24. Develop further links with the Vistry construction site to further increase access onto construction apprenticeships and developing skills to support learning. SWAC to continue to continue to develop a fully supported offer for Construction SMEs including progression from Level 3 into management.</p> <p>Logistics: Build on the launch of the first LEEA cohort in June 2023 offering the Lifting Technician Apprenticeship. Further review of logistics in from May 2023 to develop new provision in 23/24.</p> <p>Health: Working with partner HEIs and the NHS to offer Degree Apprenticeship Pathways. Impact to be realised in 23/24. SWAC/ CoBC partnership to build on Glos Dr Surgeries success in the WoE – fully supported recruitment and employment for busy surgeries with no HR department.</p>	LSIP	WECA	National Skill Priorities
		✓	✓	✓

	<p>Creative: Review CoBC Apprenticeship offer for the creative sector. SWAC to work across the creative sector to increase engagement using the 1 apprentice – 1 host model responding to LSIP findings in relation to the barriers faced by the Creative Sector accessing Apprenticeships e.g. micro companies and short-term contracts.</p> <p>Leadership & Management: Review Apprenticeship offer for Leadership & Management to meet the needs of employers, as identified in the priority LSIP findings.</p> <p>Education: Support the Education Sector and CoBC own workforce needs by moving L5 Diploma to L5 Learning & Skills Teaching Qualification.</p> <p>2.2 – Continue to work with partners, including the Bristol Future Talent Partnership, to ensure Apprenticeships are available to all, thereby, addressing Equality, Diversity & Inclusion barriers.</p>	LSIP	WECA	National Skill Priorities
		✓	✓	✓

<p>Aim 3 – Review how we offer careers advice, working with partners in the city and region, to support young people, adults and employers to navigate the complex careers landscape.</p>	<p>3.1 – Ensure we meet Gatsby Benchmarks</p> <p>3.2 – Respond to the updated careers statutory guidance including through appointing a Governor lead for Careers</p> <p>3.3 – Follow our own action plan from the Ofsted Inspection and findings from our most recent Matrix assessment</p> <p>3.4 – Complete the careers roadmaps for all areas to support students and employers to understand careers recognising this as a priority from the LSIP</p>	LSIP	WECA	National Skill Priorities
		✓	✓	✓

<p>Aim 4 – Work in partnership, including with Bristol City Council and other stakeholders, to meet the needs of additional learners across the City in the areas of: Foundation Skills*; English for Speakers of Other Languages (ESOL) and for learners with Special Educational Needs & Disabilities (SEND) *National Skills Priority</p>	<p>4.1 – Expand flexible Maths provision, including through Multiply and Swaps, to enable people to progress onto a fuller maths course to secure higher skilled employment. Maximise the full range of physical delivery locations available through CoBC and PiB.</p> <p>4.2 – Offer ‘fast track’ responsive ESOL courses, in collaboration with partners, for those closest to employment or to those who have higher level qualifications obtained in their home country and collaborate with partners to develop opportunities for bootcamps and ESOL courses to support progression into employment.</p> <p>4.3 – Continue to engage with Bristol City Council and other partners to review and improve support for SEND learners to access employment for individuals where this is a goal.</p>	LSIP	WECA	National Skill Priorities
		✓	✓	✓

<p>Aim 5 – Position the College Estate & Digital Infrastructure to benefit The City that we serve through implementation of a revised Estates Strategy from September 2023.</p>	<p>5.1 – New Estates & Digital Infrastructure Strategy in operation from September 2023 responsive to stakeholder views including current and future students, staff, local community, employers and our internal ED&I group. Utilise the FEC Estate Planning best practice guidance in drafting the strategy in order that all aspects are covered Further education estates planning - Strategic estate planning - Guidance - GOV.UK (www.gov.uk)</p> <p>5.2 – Build on the Ofsted Grade 2 through our ‘Everyone Belongs’ campaign to establish a clear identity for each centre embedding the College at the heart of the community at each site.</p> <p>5.3 – Make best use of significant capital funding to build on success of the Skills Development Fund (SDF) improvements to support the priority sector work identified in Aim 1 including through LSIF bid.</p>	LSIP	WECA	National Skill Priorities
		✓	✓	✓



20 Our Contribution to National, Regional and Local Priorities

Aim 6 – Support employability across the entirety of our provision, with a focus on ensuring work appropriate skills and behaviours are embedded across all 16-19 programmes.	6.1 – Formalise an industry advisor model in all sectors to support engagement with employers to develop work readiness skills and social responsibility outlook for students.	LSIP	WECA	National Skill Priorities
	6.2 – Increase CPD opportunities for college staff to continue to keep up to date with workforce requirements in all industries.	✓	✓	✓
Aim 7 – Work with NEETs and support adults to progress on to work, back in to work and through work to meet workforce demand.	7.1 – Make best use of devolved funding in the WECA region, and for the small amounts of funding to deliver outside the WECA region, to support those furthest from the workforce to make progressive steps into employment.	LSIP	WECA	National Skill Priorities
	7.2 – Continue to work effectively in partnership with Bristol City Council to meet the needs of NEETs, and those at risk of becoming NEETs, including through early identification and intervention. 7.3 – PiB to continue to work in close partnership with the DWP as they are the largest provider of Sector Based Work Academies across the local DWP region (Avon, Somerset Gloucester) to include: ▶ Lead delivery on the DWP 50's back in to work campaign. ▶ SWAPS to continue in, Hospitality, Care, Teaching Assistant, Construction, Rail Engineering, Storage, Warehousing and forklift truck, IT users, Business Administration, Customer Service, Civil Service (DWP, HMRC, Planning Inspectorate), Retail. ▶ New pipeline and succession planning to support employability incl. Hospitality SWAPs and HGV Bootcamps - being responsive to market need with a flexible approach 7.4 – Move PiB Business and IT centres into the heart of the City thereby giving people the confidence to apply and obtain employment. Maintain online e-learning offer across all vocational areas at levels 1-3 supporting those in work to retrain or gain certification for career progression where online is the preferred option.	✓	✓	✓

21 Corporation Statement

Corporation Statement

On behalf of the City of Bristol College Corporation, it is hereby confirmed that this College plan reflects an agreed statement of the purpose, aims and objectives as approved by The Corporation on 22 May 2023.

The plan will be published on the College’s website within three months of the start of the new academic year on the [Meeting Skills Needs](#) webpage.

Peter Rilett

Chair of Governors



Julia Gray

Principal & Chief Executive and Accounting Officer



Date: 22 May 2023

Supporting Documentation

