

Chief Executive's Annual Report 2015/16

Having come to terms with the unexpected 2015 General Election outcome and welcomed the firming of policy direction and funding priorities, the Brexit vote and the consequent change of ministers re-created the air of uncertainty towards the end of the year! Some of the decisions that had been expected around apprenticeships, devolution of skills budgets, implementation of the Skills Plan and Higher Education reform have been delayed – add the range of possible implications of Brexit and one would need to be clairvoyant to plot the road ahead with any certainty.

1. Landex Board

At the 2015 AGM held in November, Ann Turner and Meredydd David OBE were elected as joint Chairs, and Andrew Counsell was re-elected as Vice-Chair.

Gillian May and David Henley were elected to the Board to replace Des Lambert OBE and Chris Ball respectively. Des Lambert had worked tirelessly for Landex over a long period, and had represented the sector with a wide range of other organisations. We wish him a long and happy retirement.

National Directors

Tim Jackson, Principal, Sparsholt College
Mike Johnson, Director, Bedford College (Shuttleworth)
Gillian May, Principal, Berkshire College of Agriculture
David Llewellyn, Vice-Chancellor, Harper Adams University.
Russell Marchant, Principal, Hartpury College.
Ann Turner, Principal, Myerscough College.

Regional Directors

South West: Andrew Counsell, Principal, Duchy College.
London & South East: Paul Hannan, Principal, Hadlow College.
North West: Meredydd David OBE, Principal, Reaseheath College.
West Midlands: Jackie Doodson, Principal, North Shropshire College.
East & East Midlands: David Henley, Principal, Easton & Otley College.
North & North East: vacancy

N. Ireland, Scotland and Wales

David Jones OBE, Principal, Coleg Cambria

2. Landex Committees

The Landex Board continued to be supported by a committee structure:

- Higher Education Committee chaired by David Llewellyn, Vice Chancellor of Harper Adams University.
- Further Education Curriculum and Quality Committee chaired by Tim Jackson, Principal Sparsholt College.
- Finance and Funding Committee chaired by Ann Turner, Principal of Myerscough College.
- Learning Materials and Technology Committee chaired by Andrew Counsell, Principal of Duchy College.
- Membership Committee chaired by Ann Turner, Joint Chair of Landex.

We are grateful to the chairs and their convenors for the work that they undertake in managing the committees.

3. Landex Finance and Administration

During 2015/16, the Landex finance function was administered by Sparsholt College, and the human resource function by Hadlow College.

The trading subsidiary Landex Commercial and Education Services Ltd. became dormant in July 2015 and the shares that Landex CES held in the joint venture company, Land based Learning Ltd. were transferred to Landex Ltd. early in 2016.

The annual accounts for Landex Ltd. for the year ending 31st July 2015 were approved at the November AGM: the surplus appeared higher than should have been the case due to the inclusion of £60,000 income collected on behalf of the National Land Based College and the omission of some staffing costs, which will have an adverse effect upon the 2015/16 out-turn. Nevertheless, the performance in both financial years has been very satisfactory, comfortably exceeding the budgeted surpluses.

Over the years the finance function has been administered for Landex by Easton College, Hadlow College and latterly by Sparsholt College. Whilst these members have provided an excellent service, managing accounts remotely does present some challenges. As a consequence, the decision was taken to move the bookkeeping and accounting functions from a member college to a firm of accountants local to the Landex offices in Northampton. A tender process took place and a number of firms were interviewed by the Chief Executive and Sparsholt's Director of Finance, Stephen Horrobin.

KilbyFox, a four partner practice, was appointed in July 2016 and has produced the 2015/16 annual accounts.

Since the formation of Landex, the human resource function has been provided first by Moulton College and latterly by Hadlow College. The Board has decided to continue to secure this high quality service from Hadlow College in order to maintain access for its staff, where appropriate, to the LGPS and TPA pension schemes.

4. Annual Subscriptions

The subscription methodology, reflecting a joint membership agreement with the Association of Colleges (AoC), has ensured that the Landex subscription for full membership has remained modest. Whilst the Board has approved an increase for 2016/17, the net subscription remains relatively modest at £4,500/annum, and still less than the £5,000/annum subscription when Landex was launched in 2006!

5. Membership

During the year, membership remained unchanged and at year-end Landex had 36 full, 1 affiliate and 2 associate members. During the year there have been several enquiries from colleges wishing to join Landex, but the Board's decision to restrict membership to those with an appropriate range of Specialist resources has ensured that the organisation's distinctiveness remains intact.

6. Landex Staffing

The Quality Improvement team continues to be ably led by Quality and Qualifications Manager, Lynn Hart, who was assisted during 2015/16 by Associate Quality Advisors Mike Ridout and Robert Pheasant. In August 2016, Ollie Symons joined Landex as a full-time Quality Advisor and is already making a strong contribution to the team.

For 2016/17 we have sought to recruit additional Associate Quality Advisors to provide specific support for members in the areas of Residential Care Standards, Health & Safety, and Higher Education: we expect the recruitment process to be complete early in 2017.

To help fulfil the increasing range of representational activities that were undertaken in former, less hectic times by senior staff from member institutions but which now fall to Landex, an additional 0.6 full-time senior manager has been appointed as Director of Development with effect from 1st January 2017.

7. Specialist Land Based Status and Funding

The revised screening *Criteria to Identify Specialist Land Based Institutions* were published in the April 2016 'Funding Rates and Formula guidance: Annex C'. Landex is asked to confirm annually that all of its eligible members continue to satisfy the criteria: consequently, this has now become an integral part of the peer review process.

The planned increase in the specialist (G) weighting for 16-19 learners from 1.6 to 1.75 has been implemented for 2016/17: this represents a significant increase in funding for specialist land based providers.

When the revised EFA funding guidance was issued, we were pleased to note that large programme funding uplift is available in addition to the increased 'G' weighting for students that satisfy the relevant criteria. The uplift applies to large TechBacc programmes, which include a qualification in the Tech level performance table category, a level 3 maths qualification, and an Extended Project Qualification.

There was also positive news when the SFA 'Funding Rates and Formula 2016-17', published in March 2016, stated that "Agriculture courses that need specialist resources attract an extra uplift in the AEB and apprenticeships when delivered by providers with specialist resources". This was the first time that apprenticeships had attracted the specialist uplift, but we await confirmation that this will actually be implemented as part of the revised funding methodology as there was no reference to it in the draft.

8. Quality Improvement

Quality improvement continues to be an important aspect of Landex activities. It is this activity that sets Landex aside from other membership organisations, and has undoubtedly played a large part in our ability to engage effectively with funding and quality assurance agencies.

Each member is offered 4 days of on-site officer support each year as part of their membership entitlement. Further days are available on a cost-recovery basis.

The primary vehicle for improvement continues to be the 2-day peer review process linked to quality improvement plans (QIPs): the review is carried out by a senior member of staff from another member institution supported by a Landex Quality Adviser. We are grateful to member institutions for making their senior staff available as peer reviewers, for without them the process would not be possible.

The remaining 2 days may be selected from a menu of activities, which was extended during 2015/16 to reflect the increased emphasis upon activities such as English and maths.

During 2015/16 all full and affiliate members completed the mandatory peer review exercise, involving 74 days of on-campus activity.

A further 75 days of improvement activities were delivered for 28 members involving:

- Validated or Joint Observations of Teaching, Learning & Assessment
- Stretch and Challenge Workshop
- Maths and English Strategy Review
- Preparation for Higher Education Review
- Towards Outstanding in Teaching, Learning & Assessment
- SAR Validation (where separate to the Peer Review)

- Observation Training for Internal Observation Teams
- Residential Services Review
- Practical Instructor Training
- Tutorial Workshop

It was particularly pleasing that the volume of support activity delivered was limited by the availability of staff rather than demand.

9. Data Analysis

In order to assist members in analysing their comparative performance in delivering specialist land based programmes and overall, analysis of a range of published data has been provided on the Landex website, this includes:

- National Success Rates
- Financial Accounts.
- Apprenticeship Achievement Rates
- Maths and English Outcomes
- Ofsted Further Education & Skills Outcomes
- Ofsted Care Standards Inspection Outcomes
- QAA HE Review Judgements Analysis

10. Continuous Professional Development (CPD)

The CPD programme reflected demand identified during peer review visits.

Whilst the primary purpose was to assist staff in improving their own performances, the benefits gained from interaction with colleagues performing a similar function in their own institutions was in itself valued and of real benefit.

Ten CPD activities were delivered with an average of 22 delegates per event. Staff from 33 member institutions attended these development activities, which maintained the increased participation by institutions that was experienced during 2014/15.

- Animal Management
- Residential Services
- Horticulture
- Blended Learning
- Quality Improvement
- Equestrian lecturers
- Farm Management & Agriculture
- Maths & English
- Learning Resource Centres
- Land Based Engineering

Staff development events have been enhanced by working closely with other organisations. The Horticulture lecturers' event hosted by the RHS at Wisley proved particularly popular, and is a pattern that will be repeated in future years at other RHS gardens. Similarly, an event for Land Based Engineering lecturers organised jointly with LE-TEC and hosted by Briggs and Stratton recruited strongly.

Reflecting the increasing demand, a wider programme of CPD events is being offered during 2016/17.

11. Annual Conference

The 2016 Annual Spring Conference took place on 4th and 5th May 2016 at Sedgebrook Hall, Northamptonshire.

The highly successful 2-day conference attracted a wide range of speakers, representing Ofsted, EFA, HEFCE, NFU, GuildHE and the FE Commissioner - in addition to a wide range of case studies by members.

Around 95 delegates from member colleges and universities, plus guests attended the event, with City & Guilds as the main sponsor and further financial support from Satellite Applications Catapult and Vitalize Consultancy.

12. Ofsted Inspection Profile

The Ofsted grade profile for the 32 English member institutions subject to inspection shows 78% (25 institutions) are graded good or better.

	Grade 1	Grade 2	Grade 3	Grade 4
No. of Institutions	3 (4)	23 (25)	6 (4)	1

This represents a fall in performance compared with 2014/15, and possibly reflects not only a change in the Common Inspection Framework, but a reluctance by the odd institution to embrace the weaknesses identified during peer review, and to take full advantage of the improvement activities on offer.

Landex will work closely with any member identified as requiring improvement to secure this as rapidly as possible in line with the college's Post Inspection Action Plan.

13. Estyn and ETI Inspection Profile

Member colleges from Wales and Ireland are currently judged as 'Excellent' and 'Very Good' by Estyn and The Education Inspectorate (ETI) respectively.

14. Quality Assurance Agency HER Profile

During 2015/16, five member institutions were reviewed by QAA, four of which met 100% of the UK standards. No commendations were awarded.

Overall the profile of judgements to date remains considerably better than those awarded to the further education sector as a whole.

	Academic Standards	Quality of Learning Opportunities	Quality of Information	Enhancement of student learning opportunities
Commended	n/a	4	0	7
Met UK standards	20	9	20	12
Requires Improvement	0	1	0	2
Did not Meet	0	1	0	0

15. Area Reviews

In July 2015, Skills Minister of State Nick Boles MP announced that “the DfE and BIS would facilitate a programme of area-based reviews, to review 16+ provision in every area, and to do so quickly”. These reviews were to provide an opportunity for institutions and localities to restructure their provision to ensure it is tailored to the changing context and designed to achieve maximum impact. 40 Area Reviews were to be completed in 5 waves by March 2017, with full implementation by 2020.

It was argued that major reform of post-16 education and training institutions was now necessary, in a way which also addressed the significant financial pressures on institutions including a declining 16-19 population and the need to maintain very tight fiscal discipline in order to tackle the deficit. However, it was clear that the governing bodies of each individual institution would be free to decide whether to accept the review’s recommendations, reflecting their status as independent bodies.

The local nature of Area Reviews potentially presented a challenge for Specialist Land based providers which often recruit Regionally or Nationally. As a consequence, Landex approached both the Minister of State, DfE and BIS officials, and the FE Commissioner to make a case that specialist land based provision should be considered in a National as well as an area context.

During a meeting between the Chief Executive and Minister Boles, facilitated by Lord Curry, in November 2015 the Minister indicated that a National Review of the context in which land based provision is delivered should be carried out by Landex.

The Minister then wrote to the Chief Executive to formally invite Landex to lead a national review of the ‘Balance and Mix of Land based Provision’ in England.

A detailed brief for the review and a data sharing protocol was discussed and agreed with Catherine Christie from the Joint Area Review Data Unit (JARDU) in January 2016. The review of all publicly funded land based provision in England took place with the support of consultant John Landeryou, and the report was forwarded to the Minister in the first week of March. Relevant extracts from the report have been provided by JARDU to each area review team. Versions of the report, redacted to remove identification of individual providers have been shared with all Landex members. The project was funded by Landex on behalf of its members.

16. Sector Representation

Landex has established and maintained a regular dialogue and attendance at meetings with a wide range of organisations during the year to represent the interests of members, these included:

- AgriSkills Forum – Agriculture Industry Professional Development Schemes
- Agrifood Charities Partnership (AFCP) Board
- Defra – Apprenticeship Group
- Defra – Biosecurity Group
- Defra/RHS – Ornamental Horticulture Roundtable and Employment Working Group
- DfE/BIS – Area Review Advisory Group
- EfA - Post-16 School & FE Funding Group
- EfA/SfA/Lantra - ‘G’ weighting and specialist college status group
- EfA/SfA Advisory Forum
- Environmental Studies Higher Education Forum (CHES)
- Farming and Countryside Education (FACE) - Countryside Education in Schools
- Farm Safety Partnership – ‘College contributions to improving H&S in agriculture’
- Federation of Sector Chief Officers (FoSCO) – ‘Collaboration between sector membership bodies’
- Further Education Trust for Leadership (FETL) – Grants Panel
- HSE - Agriculture Industry Advisory Committee (AIAC)
- IoH Grow Initiative – ‘Recruitment to Horticulture Programmes and Careers’

- IoH - Training and Education Providers Group (HorTEPG)
- ETF – Professional Standards Committee
- LEAF – Linking Environment & Farming.
- LE-TEC – ‘Land based Engineering Partnership’
- Ofsted – Inspection issues related to specialist land based provision
- PPC – Principals’ Profession Council
- Vetnet Council – progression and CPD for animal management & veterinary nursing.

A wide range of staff from member Colleges and Universities have represented Landex members on other industry and education groups.

We are grateful to them all for the work that they carry out on behalf of the sector.

17. Consultation Responses

During the year Landex responded to the following consultations on behalf of members:

- December 2016 – DEFRA – ‘*Food & Farming Plan*’
- January 2016 - BIS – Higher Education ‘*Fulfilling our Potential: Teaching Excellence, Social Mobility & Student Choice*’
- June 2016 – BIS – ‘*FE Maintenance Loan Consultation*’.
- August 2016 – Ofsted – ‘*Future of Social Care Inspection*’.
- August 2016 – DfE - ‘*Apprenticeship Funding Survey*’.

18. Apprenticeships

Whilst recognising that some reform of apprenticeships was necessary, Landex members have expressed serious concern about the current funding proposals and some of the standards being developed.

In particular the current proposals for funding apprenticeship frameworks represent a reduction of 53% in the funding of 16-18 apprenticeships, offset by a payment of £1000 each for the provider and employer. This method of funding does not reflect appropriately the differential costs associated with delivering apprenticeships to 16-18 year olds. For high cost and longer apprenticeships, such as those in land based disciplines, the significantly reduced total contribution will not be high enough to meet the costs involved in delivering a high quality apprenticeship.

Land based apprenticeships are not currently defined as STEM: we believe this is inappropriate. Most land based apprenticeships [agriculture, horticulture, veterinary nursing, equine, related animal occupations and land based engineering in particular] involve considerable knowledge and understanding of science and technology topics: Landex believes that they should be correctly identified as STEM subjects and therefore eligible for the STEM uplift. This view is reinforced by the fact that the Government’s Agri-tech Strategy is regarded as STEM activity, and land based subjects at level 4 and above are recognised as STEM subjects by HEFCE and are funded as such.

With respect to apprenticeships for specific land based industries, we also have concerns about some of the proposed apprenticeship standards, particularly those in agriculture and horticulture, which do not include a formal qualification and we believe that unless they are amended at an early stage they could make it difficult to achieve the target number of starts proposed by the outgoing Secretary of State, and may limit progression and future employment prospects for successful apprentices.

As a consequence, in addition to responding to the apprenticeship consultation and 2016 survey, Landex has made representations to both the relevant ministers and departmental/funding agency officers. Although this appears to have achieved modest impact to date, our concerns have been acknowledged and we will continue to reinforce them whenever appropriate to do so.

19. Devolution of Adult Skills Budgets

The potential devolution of adult skills budgets presents a significant issue for many Landex members. The administrative costs associated with negotiating contracts with a significant number of authorities could prove prohibitive, and the lack of standardisation of contracts across authorities will exacerbate the problem.

Many of our members recruit adult students from a wide range of LEP areas. In fact, one college currently recruits learners from 38 of the 39 LEP areas: 75% of its adult students coming from outside the home LEP. Another recruits 89% of its adult learners from 28 LEP areas. There is also the possibility that individual LEPs may not regard the funding of courses delivered in another LEP area as training that they wish to support. Consequently, we believe that specialist land based qualifications for adults should continue to be funded on a National basis.

It has sometimes been argued that Combined Authorities will reduce the potential challenges to a manageable level: however, in many areas that would not appear to be the case.

We have made representations to both the relevant ministers and departmental/funding agency officers. Although this appears to have achieved little impact to date, our concerns have been acknowledged and we will continue to reinforce them whenever appropriate to do so.

20. Post -16 Skills Plan and Sainsbury Review

The Post-16 Skills Plan addressing the recommendations made in the Sainsbury Review was published in July 2016.

Whilst the proposed technical education option reflects, in many respects, the route that is currently available for land based disciplines, embracing both employer-based and college-based routes, the separation of academic and technical options and the requirement for a bridging study to move between the options would appear to be a retrograde step and a potential barrier to progression.

The proposal that there should be a licencing approach to qualifications at levels 2 & 3 being awarded by a single body or consortium for a fixed period following an open competition would represent a major change if adopted, and would perhaps reinforce the need for the NLBC/C&G partnership to be successful and well supported by Landex members.

Whilst both the Landex Chair and Chief Executive were part of the information gathering for the Agriculture, Environment and Animal Care route there has, as yet, been no opportunity for formal consultation or response.

It remains to be seen, whether the current administration implements some or all of the Skills Plan, but Landex will take every opportunity to make Ministers and officials aware of the sector's concern about aspects of the proposals that might hamper transfer between the options.

21. Relationship with DEFRA

Working more closely with DEFRA has been an important goal for Landex during the year. Participation in the Biosecurity and BovineTB groups, providing information for the department on a range of topics including qualifications, apprenticeships and progression pathways – together with regular catch-up meetings have proved invaluable. A contract to Land Based Learning to develop on-line BovineTB education materials demonstrates one of the more tangible benefits to accrue from this approach.

22. Land Based Learning Ltd.

Land Based Learning Ltd. was established in order to convert the materials inherited from LBCNC into interactive electronic format.

The conversion of printed materials into interactive electronic format is a fairly slow and potentially expensive exercise, nevertheless it is beginning to gather pace through the use of external agencies.

The infra-structure to make the materials widely available through the LTI Link is now in place, but content is also available as a download where there are issues with external broadband connectivity. Although the topic areas are being made available as individual bite size pieces of learning to allow staff to quickly assemble material to meet their specific course requirements, in future the content will be more closely aligned with the suite of qualifications being developed in conjunction with City & Guilds.

The company's Business Manager, Alec Turnbull completed his 3-year fixed term contract in October 2016. Consequently, the opportunity has been taken to review the way in which staffing is structured, placing greater emphasis upon materials design and marketing rather than technical issues.

23. National Land Based College - NLBC

The National Land based College was incorporated as a Company Limited by Guarantee in June 2015, and Charitable status was achieved in December 2015.

The Landex Board contributed £250,000 towards the establishment of the National College and to fund its initial operating period: all work by the Chief Executive and other Landex staff was provided on a pro-bono basis. This approach was taken to minimise the need for Colleges /Universities wishing to be members/guarantors of NLBC to make significant financial contributions individually. In order to safeguard the interests of Landex members, the NLBC has signed a formal agreement that it will not compete directly with Landex, its members, or its related companies.

Despite having reached agreement with BIS officials that the proposal for a National Land Based College met the criteria as laid down in the prospectus and that the draft financial projections were appropriate, BIS endorsement and funding was not forthcoming.

After a competitive exercise, City & Guilds was selected as the Awarding Body with which to develop a comprehensive set of fit for purpose qualifications that embrace both the current and future needs of the land based industries. As part of a formal agreement with City & Guilds, NLBC will receive £250,000 to match the contribution by Landex, and a percentage of the fees for all its land based qualifications.

In April 2016 a Chief Executive, Leigh Morris, took up post and further staff have now been appointed.

The Development Board appointed to oversee the initial development of the College will be replaced in January 2017 by a smaller substantive Board. The detail has yet to be finalised but Landex will nominate 6 Directors to the Board, for staggered fixed terms of 3 years.

It is likely that Lord Don Curry will continue as Chair, and that David Gregory and Tim Jackson will remain the Vice-Chairs.

24. DfE/ETF Special Educational Needs and/or Disabilities (SEND) project

In June 2016 the Education and Training Foundation (ETF), submitted a successful tender to the DfE for a project to "provide support to the post-16 sector in England in (SEND)".

The bid, was submitted on behalf of a consortium comprising:

- Education and Training Foundation(ETF)
- Learning South West (ACETT)
- Adult Learning Improvement Network (ALIN)
- Success North
- Landex

The value of phase 1 of the project is £497,000, of which the core funding for Landex aspects of the project is £95,000.

The work to be undertaken by Landex includes:

- Development of an on-line self-assessment tool
- Development and publishing of a self-assessment tool guide, an Organisation effectiveness guide and a Practitioner effectiveness guide
- Delivery of 6 collaborative practice CPD events.

A project team was assembled comprising representatives from Myerscough College, Reaseheath College, Warwickshire College and Wiltshire College to reflect the Independent and GFE specialist membership of Landex. A range of other members have been invited to engage with delivery of the project at the collaborative practice stage, and in phase 2, assuming success of phase 1 and consequent funding of the subsequent phase. The project team is being led by Lynn Hart.

25. Applied Research and Knowledge Exchange Prospectus

In July 2014 John Landeryou was commissioned to complete a piece of work to investigate the range of, and capacity for undertaking, applied research and knowledge exchange activity in Landex member Colleges and Universities. This resulting paper was presented to the Board in January 2015, and it was subsequently decided to produce an Applied Research and Knowledge Exchange Prospectus to raise awareness of the research capacity and work currently undertaken by Landex Colleges and Universities. A sub-committee was established to scope the exercise, invite case studies, and select an appropriate range for publication. It is anticipated that the prospectus will be available for circulation following the AGM in November 2016.

26. Partnership with GuildHE

Landex members continue to benefit from a very cost-effective annual agreement with GuildHE: the advice provided by the GuildHE team is invaluable, and members respond positively to the access that this arrangement provides to GuildHE publications. The availability of high quality meeting space for Landex meetings within the GuildHE offices in Tavistock Square is an additional benefit of the partnership. Outgoing GuildHE Chief Executive, Andy Westwood, had built a strong relationship with Landex, and we are delighted that his successor, Gordon McKenzie is proving equally supportive.

27. Partnership with the Association of Colleges (AoC)

Landex enjoys an arrangement with the AoC, whereby Landex members, who also belong to the AoC, are eligible to receive a reduction in the joint subscription to recognise the substantial work undertaken by Landex that is not replicated by the AoC. This allows Landex to keep its subscriptions at a relatively modest level.

Most AoC members have now opted to pay their subscription through Landex and the saving for those members is evident in the revised subscription methodology referred to above.

Meredydd David represents Landex members very effectively on the AoC Board and we are grateful for his efforts on behalf of members.

For many years, Mike Atkinson formerly Chair of Governors at Plumpton College, carried out invaluable work by representing Landex members on the AoC Governors' Council. Following his resignation in 2015, we are grateful to Jeff Beer OBE, a Governor at Cornwall College for taking on the role.

For the last 8 years Martin Doel CBE, as Chief Executive of the AoC has recognised the complementary nature of the work undertaken by the two organisations. We congratulate Martin upon his new appointment as FETL Professor of Further Education at UCL and are grateful for the support he provided for Landex. It will be important that we maintain the symbiotic relationship with AoC under the leadership of David Hughes.

28. Rural Services Network and SPARSE - Rural

Landex continues to belong to this organisation, which as a consequence offers free membership to all Landex Colleges and Universities.

29. Ag Careers Live

This event was proposed by Farmers Weekly in July 2016, and Landex was invited to be a partner in the event. The publication intends to make this an annual event.

It is planned with two purposes in mind:

- i) To act as a recruitment fair for employers
- ii) To act as a careers event for students following agriculture and related courses, or considering enrolling for one.

Landex agreed on behalf of its members, and without financial commitment, to support the event. Bright Crop and Edge are also partners on a similar basis. Farmers Weekly is underwriting the cost of the event, which will take place on 10th November 2016 at the Ricoh Arena, Coventry. Participation in future years will depend upon member reaction to the 2016 Ag Careers Live.

I would like to take the opportunity to thank all the Staff, Officers, Directors, Patrons and members of Landex for their support during another successful year.

Chris Moody
Chief Executive, Landex
October 2016