



# GMLPN Annual Report

2020-2021



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# Introduction

Following a consultation in 2021 with our members - the team, alongside the Board conducted a strategic review of GMLPN. The review looked at the vision and priorities of the network as well as considering what else we could do to add value to our membership service and what more we could do to impact the wider Further Education Sector in Greater Manchester.

## We revised the Network's vision....

### Our vision

*Working with our members and partners, our vision is to help Greater Manchester reach its economic and social potential by supporting and influencing the skills system through the delivery of vocational skills to enable people to fulfil their aspirations and businesses to achieve sustainable growth.*

## Developed our values and priorities....

### Our values



Promoting  
Equality of  
Opportunity



Responding  
Positively to  
Change



Representing  
our Members  
Fairly



Collaboration  
between our Members  
and Partners



Commitment to the  
vocational skills  
system

### Our priorities



Influencing  
and Informing



Demonstrating  
the impact of  
vocational skills



Facilitating  
response to  
employer need



Capacity  
Building

## Refreshed the GMLPN Brand...

We wanted to modernise the GMLPN brand and logo, but keep with our GMLPN greens! We think the new logo emphasises our members and the key links we have within the Further Education Sector. We have variations of the logo to utilise and two straplines for different audiences.

External Audiences:



Internal Audiences:



# Foreword

Mark Currie | GMLPN Chair

“

*Last year in my Annual Statement I commented: ‘We’ve achieved 7 years’ worth of change in 7 months’ - and this year we have continued to build on this change.*

”



*The need to constantly adapt and remain flexible in such a dynamic employment and skills environment has continued at pace... and network members have responded.*

*Now is the time to embed these new best practices and to build upon them for the benefit of our GM learners and employers.*

*We have built some fantastic platforms to deliver learning in a more efficient and more accessible way. They are more time productive and less carbon polluting. They also bring learning within reach for a much more diverse group of people. Residents living in the more remote areas of GM can take part in many of the same opportunities as those in the towns and cities. Learners who miss lessons or who don't get it first time round can catch up later. I am of course talking about tutor-led face-to-face remote learning.*

*Throughout the difficult months of the past 2 years vocational training in GM has continued to be delivered and learners have continued to be supported.*

*GMLPN has built on its already strong relationships with key partners including GM Chamber of Commerce, JCP/DWP, GMCA, GMCG, GMCVO, AoC, The Institute, ESFA and Ofsted. We have endeavoured to explain to our stakeholder contacts the impact that COVID-19 was having on members, their learners and employers and how forces outside their control will continue to affect their performance. Comparing historic and current data we have been able to demonstrate the dramatic impact that the pandemic was having on members' operations and we have gained some welcome support and flexibilities from funders and policymakers.*

*I believe that GMLPN's support for network members has been constant and exercised through a sound strategy which includes:*

- *Influencing and Informing (Skills Bill, Northern Powerhouse Partnership, Levelling Up, GMCA sector intelligence)*
- *Promoting vocational education and skills*
- *Capacity building and professional development*
- *Forging closer links with the GM Chamber of Commerce*
- *Very frequent and relevant communication with members throughout the pandemic*

*These elements are now clear priorities for GMLPN and the team going forward into what will clearly be another challenging year.*

The GMLPN network is in good shape to face future challenges and membership is growing. After months of virtual network meetings, workshops and events – with excellent participation from members – we are all venturing back into the workplace... and this years AGM in November is back live at Blackley, with the usual popular culinary choices. The Board and the team are very much looking forward to meeting you all again... in person.

I would like to add a personal thanks to my colleagues on the GMLPN Board and the Advisory Board who have freely given their time and expertise to support the activities of the network and network members.

Finally, a big well done to all the GMLPN team who have worked hard to maintain our collective sense of purpose... THANK YOU!

## Comments from the GMLPN Board

“

As we came out of the worst of the pandemic we challenged colleagues to rethink how we work and how we deliver - hybrid working became the norm, with most delivery face to face but onscreen. It is hugely rewarding now to see the positive impact: colleagues working flexibly and sustainably between home and the office and apprentices taking far greater ownership of their progress. We have great, committed people working in our sector - I'd like to thank every one of them.



**Jonathan Bourne | Managing Director | Damar Training**

”

“

A colleague recently asked what the benefits of being a member of GMLPN are and my response was a simple one: the network is about bringing together the expertise in the sector to share our experiences and challenge the norm. As a collective, the GMLPN is our voice to be heard. We're always at the table to ensure the views of our sector are clearly articulated and I personally view the GMLPN membership as critical to Seetec to enable us to be truly represented in Greater Manchester. From online network meetings to engaging professional exchange, the tremendous efforts of the GMLPN team to keep us active and present during the pandemic were second to none. A huge well done to the team!



**Nikki Bardsley | Director of Apprenticeships and Skills | Seetec Outsource**

”

“

Colleagues genuinely value membership of the network and the interface that they provide with Greater Manchester stakeholders and national funding bodies. The networking and the extremely useful professional exchanges provide great opportunities for colleagues to share issues and good practice and to raise the profile of issues that need to be aired at sub regional and national level. The GMLPN Team really went the extra mile during the pandemic, with additional opportunities for online networking, and ensuring all members had access to the latest and everchanging guidance and ongoing access to stakeholder colleagues.



**Debra Woodruff | Deputy Principal | Oldham College**

”

# Our Priorities

## Influencing and Informing

Throughout the last year we have influenced organisations nationally, regionally and locally on a number of key strategic issues. Please see below for some highlights of what we have achieved in the last year:

### In Greater Manchester

- Worked with Greater Manchester Chamber of Commerce to establish real time skills information via the GM BEST Survey, capturing the voice of employers and their skills requirements directly
- Collaborated with GMCA to gain information for Skills Intelligence Reports to make sure they are reflective of the sector
- Influenced GMCA to extend AEB flexibilities e.g. to include more Mental Health training courses in response to the impact of Covid
- Underfunded learners - data collected from GMLPN members and raised with key stakeholders e.g. AELP, ESFA, NSN
- Sought clarity across multiple funding streams both national and local to ensure providers could navigate through for themselves, learners and employers
- Provided a platform for key national and local to interface with members e.g. ESFA, Ofsted and The Institute for Apprenticeship and Technical Education

### Across the North

- Partnered with the Northern Skills Network and AELP to bring together data on the ROI of apprenticeships and evidence to demonstrate the contribution of ITPs to the skills system
- Positioned the NSN as a vital part of the solution to the levelling up agenda
- Influenced the ESFA providing evidence and impact of practice, in particular on Apprenticeships

### Nationally

- Worked with members to produce aggregated responses to the following National Consultations:
  - National Skills Fund Consultation
  - FE Funding and Accountability Consultation
- Supported AELP to promote the positive perception of ITPs
- Raised issues with The Institute for Apprenticeships & Technical Education and EPAOs on EPA/Reasonable Adjustments - which have been flagged as a problem particularly for autistic individuals

### Looking Forward

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We will continue to work with our members to ensure their views are represented with key stakeholders on local, national and regional changes and issues.

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# Our Priorities

## Demonstrating the impact of vocational skills

Achieving parity of esteem for vocational skills with employers, learners, parents and carers has been a key part of our work. Given the range of routes and opportunities available, particularly to young people, GMLPN have an important role to play to ensure that all stakeholders have an understanding of Kickstart, T Levels, Traineeships, Apprenticeships and the progression routes available between them. We continue to work closely with DWP to ensure that work coaches, JCP customers and Kickstart Scheme employers understand the links between Kickstart and apprenticeships and traineeships into apprenticeships. We are supporting GMCA and Manchester City Council on their work to raise the profile of traineeships amongst young people, careers staff and employers and to promote them as a positive stepping stone into apprenticeships and employment. The ASK Programme is a vehicle which enables us to promote T Levels and Traineeships as route ways into apprenticeships and to ensure that students, parents and staff know the entry points, requirements and progression routes for both.

### ASK Programme

The Apprenticeship Support and Knowledge (ASK) Programme is funded by the Department for Education. The ASK Programme supports schools and colleges by providing independent apprenticeship information and support presented in an impartial manner.

The challenges of Covid led us to adapting the ASK programme offer to a more flexible approach that enables schools and colleges to select from traditional face to face support, live virtual engagements and pre-recorded presentations. This flexibility enables us to maintain relationships with careers leads within the establishments. The 2020-21 academic year also enabled us to engage with NEET young people aged 16-24 who are supported by careers services and charities.



[Click here to hear from St Ambrose College about the impact the ASK Programme has had at their college!](#)

### THE ASK PROGRAMME

APPRENTICESHIPS  
TRAINEESHIPS  
T LEVELS

#### In the past 12 months, we have:



Engaged with **123** establishments  
(schools, colleges and careers organisations)



Delivered **399** sessions to:  
Over **34,000** young people  
Over **22,000** parents  
Over **600** teachers



**40** of the sessions were supported by apprentice ambassadors

# Our Priorities

## Demonstrating the impact of vocational skills cont.

### Apprenticeship Ambassadors

Through the Apprenticeship Ambassador Programme we are continuing to work with current and former apprentices. We have mobilised them to add value to ASK sessions by sharing their personal and positive apprenticeship experiences with young people.

During National Apprenticeship Week 2021 we contacted some of our original apprentice ambassadors from 2012-13 and asked them to tell us how their first apprenticeships led them to their current job roles.



[Click here to watch GM Apprenticeship Ambassador, Gemmer Crozier's "Where are they now?" National Apprenticeship Week 2021 video.](#)

### Apprenticeship Provider Search Function

We have created a search function that enables young people, parents, careers advisors and teachers to find out which providers deliver which standards in Greater Manchester. Users can search by sector, levels of apprenticeships and by provider. Listings on the search function are free as part of membership.



[Click here to view the Apprenticeship Search Function](#)

### Supporting Autistic Individuals into Apprenticeships

In partnership with



The purpose of this project, delivered in partnership with NCFE, is to equip autistic individuals with technical and employability skills to progress into Apprenticeships or other vocational education and training. It aims to improve links between schools/colleges, training providers, referral agencies and employers to improve progression routes between education and employment. Using our local knowledge of Training Providers in Greater Manchester, we are able to identify a provider to support the autistic individual who then can deliver a bespoke package of support. To date, 12 individuals have been referred to Training Providers through the project.

### Looking Forward

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We will continue to seek opportunities to deliver projects that support marginalised individuals of all ages to access vocational education and training including Apprenticeships, Traineeships and T Levels.

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# Our Priorities

## Facilitating the response to employer need

One of GMLPN's key priorities going forward is to facilitate the response to employer need. In 2021, we have started to work with the Greater Manchester Chamber of Commerce (GMCC) and the Greater Manchester Combined Authority (GMCA) to do this, examples of this include:

### Working with GMCC

In partnership with GMCC, we have launched the Greater Manchester Business, Employment, Skills & Training (GM BEST) Monitor Survey. The aim of GM BEST is to gather real, on the ground views from our city region's business community. The development of the survey has had input from the GMLPN Advisory Board and findings are being reported regularly at our Network Meetings. The partnership aims to create an easy to access, skills intelligence resource for GMLPN Members that offers granular information about the distribution of businesses, employment and occupations across GM.

### Working with GMCA

As part of the ESF commissioned Skills for Growth programme, we are working closely with GMCA to support and inform the Labour Market and Skills Intelligence work being undertaken by the Skills Intelligence team. The Skills Intelligence Team have consulted with the GMLPN Advisory Board on key findings and additional gaps and in some sectors, members have had 1-1 discussions to identify key issues and challenges for employers, including recruitment, skills gaps, and in-work progression.



## Looking Forward

We will work evermore closely with employer representative organisations as well as through our members to establish evidence of employer need and demand.

# Our Priorities

## Capacity Building

Our Provider Support Programme (PSP) aims to support members to successfully adapt to the changes and challenges affecting their training organisations. GMLPN works with a range of experts to deliver a high quality training and consultancy offer. The Professional Exchanges, sponsored by NCFE, give members the opportunity to discuss challenges, share best practice and learn from each other.

### This year:



We hosted **17** PSP Webinars,  
**15** Sector Updates and  
**18** Professional Exchanges



**90%** of members engaged with  
Provider Support Programme  
activities, with **797** attendees



**14** members have been  
supported with 1-1 consultancy

PSP webinar topics have included:

- Audit & Compliance
- RoATP Application Support
- Safeguarding Learners Online
- Using Deep Dives to ensure High Quality Provision

Professional Exchanges have included:

- Adapting Future Delivery
- Mental Health & Wellbeing
- Online Safeguarding
- Supporting Autistic Individuals

Professional Exchange sponsored by:



Sector Updates have included:

- ESFA - EPA Update
- Ofsted - Embedding Equality, Diversity and Inclusion
- Pearson - Essential Digital Skills
- Safety First - Risk Assessment in the Workplace

## Feedback from members

**100%** of attendees who completed the feedback survey rated PSP activity as good or excellent.



*The support from GMLPN is beyond words, we attended the session which was eye opening to see the amount of work/thought and evidence you need to express in this RoATP application compared to those of previous years.*

*Very informative and relevant. I will be able to use the information given to underpin our processes.*

*The session allowed everyone the opportunity to comment, the session was hosted/managed very well, all points/questions were valid which made the session more interactive also pitched at the right level of attendee.*

*A really good session giving some 'food for thought' that I've certainly taken away to act on.*



# Our Priorities

## Capacity Building cont.

### Mental Health & Wellbeing Project

In partnership with the Association of Colleges, and funding from the Greater Manchester Health and Social Care Partnership, we embarked on an exciting project to research into and strengthen mental health and wellbeing support for training providers, their learners and the employers they work with.



[Click here to find out more and to download the Mental Health and Wellbeing Toolkit.](#)



**GMCA**

GREATER  
MANCHESTER  
COMBINED  
AUTHORITY

**in Greater Manchester**



#### Project Achievements:

Facilitation of Mental Health Focus Groups with almost **140** attendees

Recruitment of **29** Mental Health Champions and **13** organisations signed up to the GMLPN Mental Health Charter

Development of the **Mental Health & Wellbeing Toolkit**, which has been downloaded by over **70** practitioners

Influenced GMCA to extend **AEB flexibilities** to include more Mental Health Training

### Supporting Autistic Individuals into Apprenticeships Project

One of the aims of the project, is to build capacity of those supporting autistic individuals. We have developed toolkits for Training Providers, Employers and Referral Agencies working with us on the project. The toolkits include information, resources and links to training for all stakeholders and best practice will be built in based on the findings of the project.

We have also worked with the project steering group and sub-groups to determine what training needs their organisations currently have in effectively supporting autistic individuals. The steering group has good representation from national organisations including ESFA, The Institute and the National Autistic Society. We will be working closely with NCFE and project partners to progress.

In partnership with



#### Looking Forward

We will continue to work with our members and experts to deliver an effective Provider Support Programme that is responsive to their needs. Both the Mental Health & Wellbeing project and the Supporting Autistic Individuals into Apprenticeship aim to build the capacity of Training Providers in both areas, and we will continue to share the resources, training and learning that is collated and produced as part of the projects.

# Our Network

## Membership Service

We recognise that members have had to continue to respond quickly to the impacts of returning back to the workplace after the Covid-19 pandemic including policy changes. We have worked hard to keep members up to date with those changes through our network meetings and regular email bulletins.

We have continued to provide a membership service that is value for money, responsive and high quality.

### This year we have:



Held **8** virtual  
Network Meetings



Sent out **37** bulletins



Welcomed **10 new**  
members to the  
network

## Member Benefits

As part of our strategic review, reflecting on feedback from the member consultation we reviewed and updated our member benefits:

- ✔ Networking and collaborating with almost 100 other Skills and Apprenticeship Training Providers
- ✔ Opportunity to be involved in influencing and informing the skills sector both within Greater Manchester, across the North and nationally
- ✔ Regular Network Meetings with updates from key stakeholders including ESFA, Ofsted and GMCA
- ✔ Access to expert support and guidance facilitated by the GMLPN team
- ✔ Bi-weekly bulletins direct to your inbox with the latest sector news, business development opportunities and upcoming events
- ✔ Influencing the direction of the Network through regular feedback
- ✔ Updates on GMLPN projects, with potential to collaborate where relevant
- ✔ Discounted rates (up to 40%) on paid for webinars, workshops and consultancy support
- ✔ Access to Professional Exchanges - where members are given a platform to share good practice & resources and discuss key challenges
- ✔ Free access to our sector update webinars, with input from key policy organisations and GMLPN partners
- ✔ Featuring your apprenticeship provision on our Find an Apprenticeship Search Function
- ✔ Discounts on a range of services through our partners
- ✔ Promoting your good news, press releases through our well established communication channels

# Our Network

## Membership Service cont.

### GMLPN Represents:

- 70 Independent Training Providers
- 10 Further Education Colleges
- 7 Community Provider/Third Sector
- 4 Local Authorities
- 4 Universities
- 3 Employer Providers
- 1 Representative Body

### Member Feedback



GMLPN membership provides insight into the ever changing landscape of the sector. The greatest benefit is knowing that peers in the sector are facing the same challenges and are open about how they address these challenges to the benefit of others.

GMLPN provide us with regular updates on the FE sector and local LEP. This is invaluable to us. It is difficult to keep up with an ever changing sector and wider economy, especially in recent times.

The support we have received from GMLPN over the past several years has been invaluable, as a smaller Independent Training Provider they have helped us access and remain on numerous funding registers.



### Looking Forward

We will continue to work with members to ensure that the service we provide is fit for purpose and adds value to their role as Training Providers. We will soon be launching our GMLPN Member App, which will not only allow GMLPN to communicate with members but also facilitate online networking between members through the use of online forums - something members asked for in our recent consultation.

# Our Network

## Our Members

Acacia Training  
Access Creative College  
Alliance Learning  
Apprentify  
Aspire Education Academy  
Babington Group  
Back 2 Work Training Complete  
Training  
Beau Associates  
Bolton College  
Bright Direction Training  
Brighter Beginnings Day Nursery  
Burnley College  
Bury College  
Capita  
Damar Training  
Dentrain Professionals  
DH Associates  
Digital Advantage  
DMR Training & Consultancy  
Ecta Training  
EG Group  
Elevated Knowledge  
Elysium Training & Consultancy  
Expanse Group  
Fir Tree Fishery  
FLM Training  
Focusing First on People  
ForViva  
Get Set Academy  
GP Strategies  
Greater Manchester Chamber of  
Commerce  
Groundwork Greater Manchester  
Heyrod Construction  
Hopwood Hall  
Independent Training and  
Education Consultancy  
Innovative Alliance  
Inspired 2 Upskill  
Jarvis Training Management

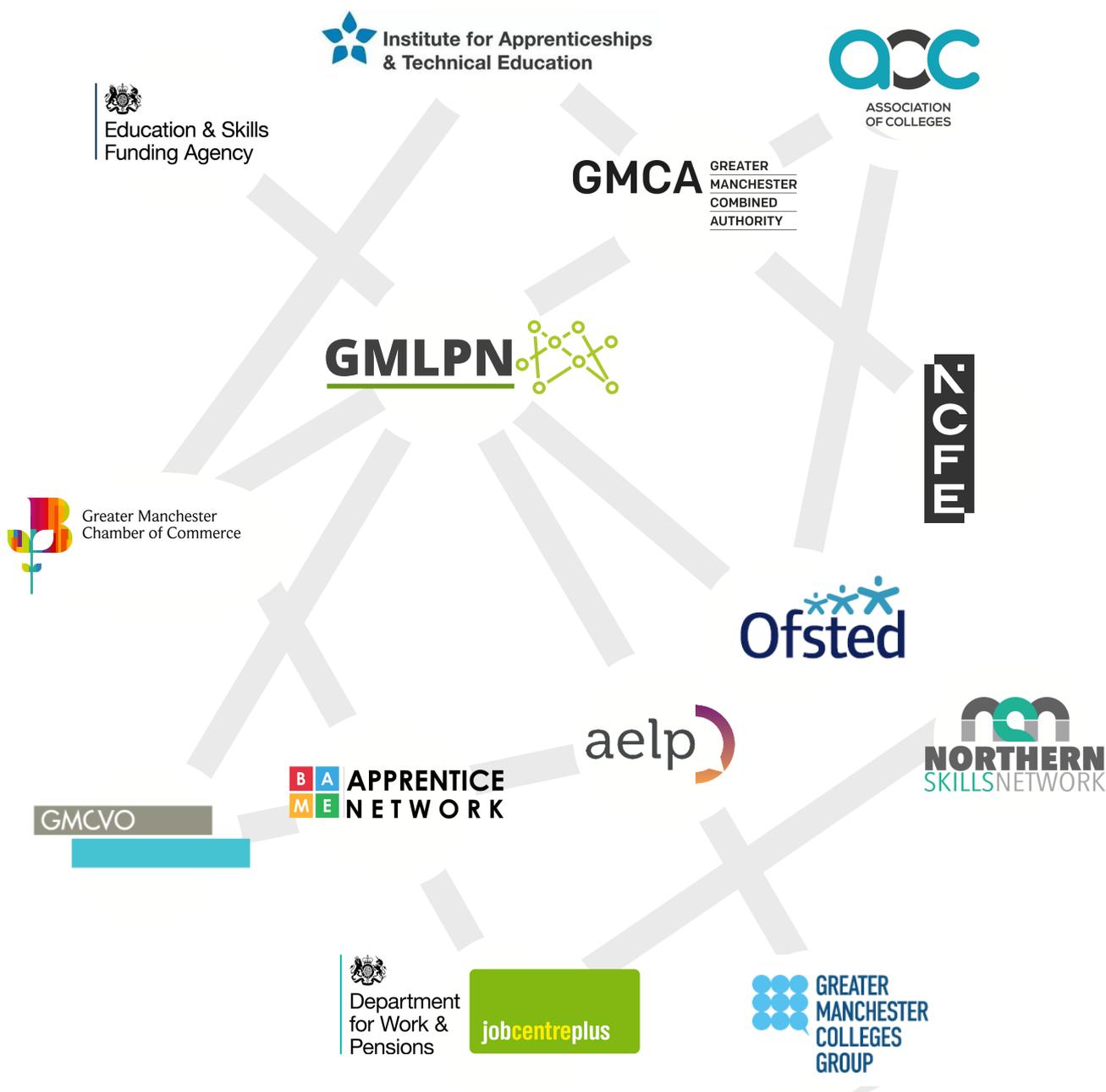
JTL  
Juniper Training  
Key Training  
Kickstart2Employment  
Kids Planet Day Nurseries  
Learning Curve Group  
Lite Ltd  
Manchester First  
Manchester Metropolitan  
University  
Mantra Learning  
Michaeljohn Training  
New Generation Training &  
Consultancy  
North Lancs Training Group  
North of England Training  
North West Skills Academy  
NowSkills  
Oldham College  
Oldham Council  
OTC  
Oxford Professional Education  
Group  
Pareto Law  
Pathway First  
People Plus  
Plato Training UK  
Positive Steps Oldham  
Realise Training  
Remit Training  
Rochdale MBC Skills Team  
Rochdale Training Association  
Salford City College  
Seetec Outsource

SETA  
Standguide  
STEGTA  
Street League  
System Group  
Tameside Adult and Community  
Education  
Tameside College  
The Apprentice Academy  
The Apprentice and Training  
Partnership  
The Growth Company - GC  
Education & Skills  
The Manchester College  
The Northern Care Alliance -  
Pennine Acute NHS Hospital  
The Training Brokers  
Think Employment  
Total People  
Trafford College  
Train'd Up Railway Resourcing  
Training 2000  
Transport Training Academy  
University of Bolton  
University of Law  
University of Salford  
Utilities & Construction Training  
Vita Skills  
WEA  
Wigan & Leigh College  
Wigan MBC  
Woodspeen Training  
Works4U  
YMCA Training

# Our Partners

## Strategic Partners

We work with a number of strategic partners, including:



## Looking Forward

We will continue to work with strategic partners to influence the skills system and its impact across Greater Manchester and the North. In particular, to engage in the levelling up agenda.

# Our Partners

We work with a range of partners who offer products and services to our members.

## Awarding Bodies & EPAOS



**NCFE** - Awarding organisation, EPAO and charity with a particular emphasis on supporting social mobility and prosperity  
0191 239 8000



**TQUK** - Awarding organisation and EPAO founded in Greater Manchester  
[business.development@tquk.org](mailto:business.development@tquk.org)  
0333 358 3344



**Pearson**

**Pearson** - Awarding organisation and EPAO providing high quality content, opportunities and learning experiences, as well as assessments and qualifications  
Training Providers and Employers:  
[wblcentresupport@pearson.com](mailto:wblcentresupport@pearson.com)  
FE Colleges  
[fecentresupport@pearson.com](mailto:fecentresupport@pearson.com)



**Aptem** - End-to-end apprenticeship and vocational training delivery platform.  
[info@aptem.co.uk](mailto:info@aptem.co.uk)  
020 7870 1000



**Bluestone Leasing**

**Bluestone Leasing** - Specialise in providing asset finance solutions  
[patrick.lyoyin@bluestoneleasing.com](mailto:patrick.lyoyin@bluestoneleasing.com)  
07483 043 797

## Other Partners



**Cognassist**

**Cognassist** - Identify hidden learning needs, personalise support and transform learner attainment  
[markcare@cognassist.com](mailto:markcare@cognassist.com)  
07767 432 248

**HURST**

UNLIKE ANY OTHER ACCOUNTANT

**Hurst** - Accountancy, audit, and tax specialists  
[imagine@hurst.co.uk](mailto:imagine@hurst.co.uk)  
0161 477 2474



**Onefile** - E-portfolio and learning software  
[info@onefile.co.uk](mailto:info@onefile.co.uk)  
0161 638 3876



**PENINSULA**

**Peninsula** - Employment law and health and safety support  
[steve.oaks@peninsula-uk.com](mailto:steve.oaks@peninsula-uk.com)  
07814 585 089



**Sisra Observe**

**Sisra Observe** - The Quality Development Tool designed around staff ownership of their own development  
[jo.lynych@junipereducation.org](mailto:jo.lynych@junipereducation.org)

**Zen Office**

Beyond office supplies

**ZEN** - Business Supplies, Print & Promotion, Mail & Fulfilment, Signage & Exhibition, Workwear & PPE and Business Interiors  
[AlexOSullivan@zenoffice.com](mailto:AlexOSullivan@zenoffice.com)  
07903 773 315

## Looking Forward

We will continue to work with partners that offer a quality products and/or services to our members.

# Our Board and Advisory Board

We'd like to thank our Board and Advisory Board for their continued support, time and direction.

## Our Board 2020/21

**Andy Fawcett**  
Executive Director | GMLPN

**Anne Gornall**  
Executive Director | GMLPN

**Debra Woodruff**  
Deputy Principal | Oldham College

**Jonathan Bourne**  
Managing Director | Damar Training

**Mark Currie (GMLPN Chair)**  
Managing Director | Mantra Learning

**Nikki Bardsley**  
Director of Apprenticeships and Skills |  
Seetec Outsource

## Our Advisory Board 2020/21

**Amy Pond** | JCP/DWP

**Andy Turner** | Rochdale Council

**Cathy Broderick** | GC Education and Skills

**Danny Wells** | NowSkills

**Jill Nagy** | Rochdale Training

**John Whitby** | STEGTA

**Jonathan Lawson** | Manchester Metropolitan University

**Jon-Paul Rimington** | GC Education and Skills

**Kelly Baxendale** | Positive Steps

**Kelly Perkin** | Alliance Learning

**Melanie Nicholson** | LTE Group

**Subrahmaniam Krishnan-Harihara** | GMCC

## Looking Forward

We will continue to work closely with the Board and Advisory Board in 2022, ensuring that the work of the network is responsive to member need. We also look forward to welcoming a number of new representatives to the GMLPN board in 2022!

# Our Team



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**LinkedIn** "Greater Manchester Learning Provider Network"

 [@GM\\_LPN](https://twitter.com/GM_LPN)

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