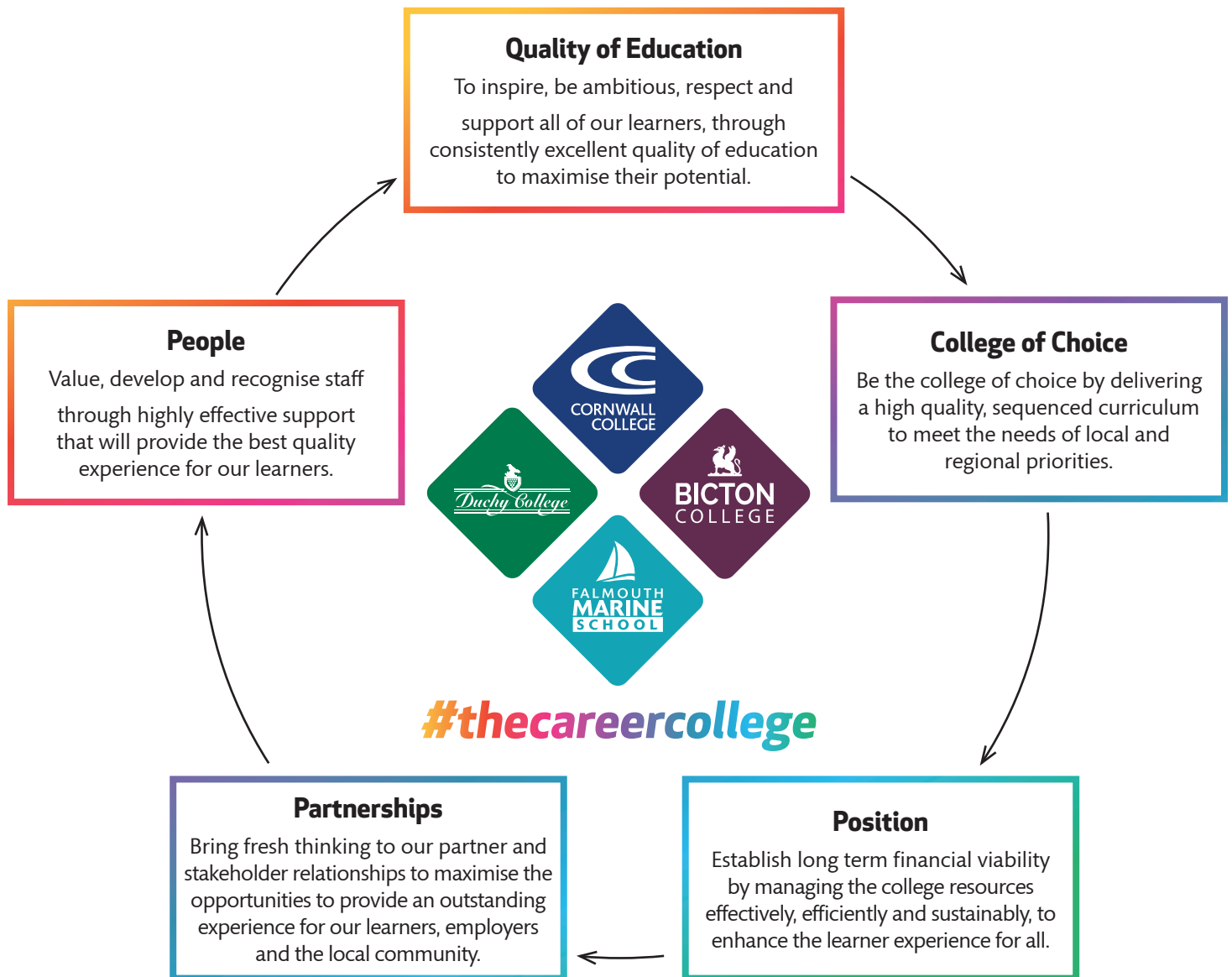


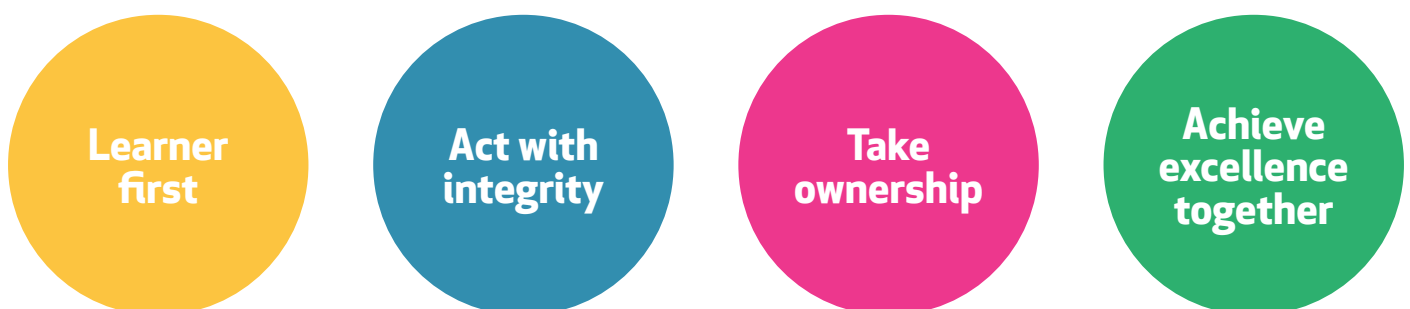
Strategic Plan 2020-23

Mission

Exceptional education and training for every learner to improve their career prospects



Our Values



Strategic Plan

2020-23

1. To inspire, be ambitious, respect and support all of our learners, through consistently excellent quality of education to maximise their potential.

- 1.1 To deliver consistent high learner outcomes and successful progression for all, relevant to their starting point.
- 1.2 Ensure that teaching, learning and assessment is consistently good or better by effective quality assurance.
- 1.3 Ensure that learners' employability skills and personal development are well developed, to include lifelong strategies to support positive mental health and wellbeing, leading to successful careers.
- 1.4 Further develop apprentices and learners' understanding and awareness of British Values, Equality, Diversity and Inclusion, including the Prevent agenda.
- 1.5 Listen and respond to the Student Voice; ensuring that learners enjoy the wider experience of College life.

2. Be the college of choice by delivering a high quality, sequenced curriculum to meet the needs of local and regional priorities.

- 2.1 Create a flexible 'industry-led' vocational FE & HE curriculum.
- 2.2 Improve connectivity between research activity and curriculum offer, for the benefit of learners and industry.
- 2.3 Further develop a consistent apprenticeship offer that meets the needs of employers at all levels.
- 2.4 Continue to expand and promote the Higher Education curriculum offer, establishing clear progression routes for existing learners.
- 2.5 Promote the College through a data-driven, focused marketing strategy, strengthening our positioning as 'The Career College'.
- 2.6 Develop vocational pathways with local schools at Key Stage 4.
- 2.7 Embed the sustainable use of resources and environmental impact into the curriculum.

3. Establish long term financial viability by managing the college resources effectively, efficiently and sustainably, to enhance the learner experience for all.

- 3.1 Establish a long term financially secure cash position and positive budget.
- 3.2 Increase the local market share of 16-18 year olds on study programmes or apprenticeships.
- 3.3 Bid for projects/grant applications that support the College's strategic aims.
- 3.4 Maximise value from existing resources with due care for environmental impact.
- 3.5 Continue to deliver value for money by identifying opportunities for efficiency savings, and by effective procurement, working in partnership with suppliers and stakeholders.
- 3.6 Continue to implement a sites strategy to achieve financial viability.

4. Bring fresh thinking to our partner and stakeholder relationships to maximise the opportunities to provide an outstanding experience for our learners, employers and the local community.

- 4.1 Further develop partnerships and collaborative opportunities to achieve the College's Strategic Aims.
- 4.2 Work with strategic stakeholders, including employers, to maximise opportunities, including research and knowledge transfer.
- 4.3 Work collaboratively with local schools to develop vocational pathways for Key Stage 4 learners.
- 4.4 Explore new partnerships with school sixth forms to increase participation in vocational pathways and to encourage progression to Higher Education.
- 4.5 Engage with parents/carers, to work in partnership with them for the benefit of learners and to improve links to our local communities.

5. Value, develop and recognise staff through highly effective support that will provide the best quality experience for our learners.

- 5.1 We will value, respect and recognise our staff contribution and ensure we retain, attract and recruit high calibre staff.
- 5.2 Continue to work in partnership with staff representative groups (unions, staff forum and workload groups) to be recognised as an employer of choice and continue to improve cross college communication.
- 5.3 To enhance the performance and contribution of staff through highly effective support, training and development, linked to the Performance Management Review including succession planning at all levels.
- 5.4 Create and promote further opportunities for staff to improve their health and well-being; ensure that staff enjoy and value their time at work.
- 5.5 Ensure an equitable and fair workload for all staff.
- 5.6 Provide support to ensure staff are well qualified for their roles, including relevant and recent industry skills.