

Chichester College Group (CCG)

Strategic Plan: 2017-2020

Overview

Our Mission:

Changing Lives through Learning.

We do this by:

- Educating young people in life and work skills
- Retraining adults for new or improved careers
- Outstanding teaching and learning
- Responding to the skills needs of our local communities and employers
- Providing teaching and learning in a community where diversity and internationalism are positively welcomed

Our Vision:

CCG will be in the top 10% of colleges for success within three years whilst remaining inclusive. It will be first choice for:

- Further education for our local communities
- Regional businesses who wish to develop their workforces' skills
- International further education in England

CCG has an aspiration to grow and will do this by:

- Positioning the College to take advantage of beneficial merger and acquisition opportunities

Our Values:

- Teaching and learning is our prime focus
- Commitment to excellence in all that we do
- Respecting and valuing all individuals
- Providing opportunities for all
- Having a 'can do' attitude
- Operating with honesty and integrity

Our Strategic Objectives:

CCG has seven strategic objectives:

Strategic Objective One

To sustain and promote outstanding teaching, learning and assessment which ensures the highest levels of success for our students.

- Sustain and promote outstanding performance in teaching and learning.
- Enable all students to contribute to the improvement of teaching and learning through a vibrant and respected Student Voice process
- Maintain the achievement of students to minimise the gaps between different groups.
- Ensure that all students are supported and safe
- Enhance the college's student-centred culture, with a focus on high achievement and high aspirations

Strategic Objective Two

Provide a curriculum relevant for today and the future which equips students with appropriate work and life skills.

- Continually develop our curriculum and study programme offer to improve the rate of participation in education and training
- Develop students' skills, knowledge, confidence and aspirations so they are prepared for work and life and achieve a positive destination
- Develop and expand Level 4 provision upwards/onwards to meet Local Enterprise Partnership (LEP) priorities

Strategic Objective Three

Engage with employers to supply and upskill their workforce

- Engage with local and regional businesses, in a targeted manner in line with LEP and sub-regional partnership priorities and key employment sectors, to ensure the college is meeting and anticipating future skills needs
- Provide access to apprenticeships of high quality in appropriate vocational areas whilst continually working in partnership with curriculum to grow the range and level of provision
- Develop proactive strategic partnerships with employers to enable enhanced productivity

Strategic Objective Four

Develop and grow substantial commercial businesses to support the College's financial health

- Deliver the objectives and against the KPIs in the Strategic Plans for:
 - Anglia Examinations
 - International
 - First Steps Children's Nurseries
- Sustain and grow surplus from all other curriculum related commercial activities including course delivery

Strategic Objective Five

The College community is a fulfilling place to work

- Promote a consistent culture of trust, teamwork and co-operation.
- Support all staff to develop their skills, knowledge, confidence and aspirations
- Staff work in an environment that supports wellbeing and work life balance
- Ensure that staff feel valued and recognised for their contribution to the success of the college

Strategic Objective Six

Create a strong College Group which delivers significant economic benefit to the region it serves, from the South Coast to the Gatwick Diamond

- Rationalise delivery to create centres of excellence on appropriate campuses
- Harmonise systems, policies and procedures across the Group
- Share best practice across the Group in all centres to enable continuous improvement
- Ensure a positive and collaborative shared culture pervades all activities within the College Group

Strategic Objective Seven

The College Group is financially viable in the long term

- Deliver at least the annual plan as agreed by the Transaction Unit that can support investment in the estate, infrastructure and other initiatives or opportunities
- Achieve the annual funding targets
- Maintain a financially viable curriculum
- Maintain effective financial management and control
- Manage external financial challenges without damaging the core business of the College

Monitoring and Accountability

Each Strategic Objective has an owner from the CCG Group Leadership Team. They are tracked through detailed logging of:

- Key Performance Indicators and measures
- Evidence
- Reporting lines and accountability
- Timescales

The Plan is regularly reviewed by the Governing Body and its committees and the Group Leadership Team. A formal annual report is presented to the Corporation at the end of the year