

# STRATEGY

## 2021 - 2024

### SUMMARY



# FOREWORD

The strategy for Newbury College and the UCN aims to provide clarity for all stakeholders (students, staff, governors, employers, parents and the community) about the purpose of the College and what we aim to achieve between 2021 to 2024. The effects of the pandemic have had a profound influence on all aspects of society and have brought about many changes to the operation of the College. In order to play a significant role in the recovery of the economy and of the local community, we have undertaken a full review of the College's purpose, vision for the future, values and core business.

The College has been an important part of the educational landscape of the area for over seventy years and we will continue to develop a 'learning campus', which meets the needs of local people and of the economy. We are committed to developing and maintaining partnerships with a wide range of organisations to achieve our vision and to fulfil our core purpose of ***Creating opportunities to transform lives.***



**Sally Osmond**  
Chair of Corporation Board



**Iain Wolloff**  
Principal & Chief Executive

## PURPOSE

Why we are here...

We believe in: *Creating opportunities to transform lives*

## VISION

We will...

- Enable people to excel in their careers and in their lives
- Support business success by developing talented people
- Provide high quality resources for learning by securing and sustaining financial strength
- Build opportunities for all members of our community through an inclusive and respectful culture
- Deliver excellent learning, by appointing, retaining and developing innovative professional staff
- Act as a hub for the community to inspire the value of education
- Create a sustainable learning environment and reduce our impact on climate change

## VALUES

How we aim to behave...

Aspiration	<ul style="list-style-type: none"> <li>▪ being ambitious for individuals and for the quality of provision</li> <li>▪ inspiring innovation and creativity</li> </ul>
Integrity	<ul style="list-style-type: none"> <li>▪ acting with uncompromising integrity in everything we do</li> <li>▪ taking responsibility for own development</li> </ul>
Respect	<ul style="list-style-type: none"> <li>▪ listening to all members of the College community</li> <li>▪ fostering a culture of respect for their rights, differences and liberties</li> </ul>

## CORE BUSINESS

What we do...

Career Academy	Full time programmes for young people and adults
University Centre Newbury (UCN)	Degree level and higher professional programmes
Apprenticeships	Skills in the workplace
Foundation Learning	Developing skills for independence and employability
Community & Professional Learning	Development opportunities for adults
School Links	Partnership delivery with secondary schools
Study Online	Online and distance learning courses
Newbury College Academy Trust	Primary school provision

# GOALS

## Balanced Scorecard

	What is measured	College Goal by 2024	Data Source
<b>FE Outcomes</b>	FE overall achievement rate	Top Quartile	<a href="#">DfE NART</a>
<b>Apprenticeship Outcomes</b>	Apprenticeship overall achievement rate	Top Quartile	<a href="#">DfE NART</a>
<b>HE Outcomes</b>	Degree classifications	Exceed sector average	<a href="#">HESA</a>
<b>16-18 positive progression</b>	16 to 18 positive destination rate	Top Quartile	<a href="#">DfE Destinations</a>
<b>Adult sustained positive destinations</b>	Adult sustained positive destination rate	Top Quartile	<a href="#">ESFA Adult Destinations</a>
<b>HE Destinations</b>	Employment and/or study destinations	Exceed sector average	<a href="#">HESA Graduate Outcomes</a>
<b>Learner satisfaction</b>	Overall learner satisfaction score	Top Quartile	<a href="#">DfE Learner Survey</a>
<b>Employer satisfaction</b>	Overall employer satisfaction score	Top Quartile	<a href="#">DfE Employer Survey</a>
<b>Employer engagement</b>	Achievement of the eight benchmarks	100 % Achievement	Gatsby Benchmark
<b>Equality, Diversity &amp; Inclusion</b>	Rating of 'All treated fairly & equally'	Top Quartile	Student & Staff Survey
<b>Safeguarding</b>	Rating of 'Feel safe'	Top Quartile	Student Survey
<b>Growth</b>	Growth in income	Income of £11 Million	College Accounts
<b>Financial health</b>	Overall financial health rating	Good	ESFA Finance Assessment
<b>Staff survey</b>	Overall staff satisfaction	95 % Satisfaction	Staff Survey
<b>Climate Action</b>	Progress against FE Climate Roadmap	'Established' College Status	<a href="#">Climate Roadmap Plan</a>
<b>Digital Transformation</b>	Progress against College Digital Vision	90 % Green	Digital Vision KPIs
<b>Community</b>	Community events on campus	10 annual events	Lettings' data

**Objectives** – The steps we will take in each academic year towards achieving these goals are set out in detail in the Implementation Plan



Newbury College  
Monks Lane  
Newbury  
Berkshire  
RG14 7TD

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