

# Accrington and Rossendale College

## Our Vision, Mission and Strategic Aims 2015-17



### OUR VISION

- **To be the first choice College for a career-focussed education**

### OUR MISSION

- **To raise access, aspiration and achievement**

### OUR STRATEGIC AIMS and OBJECTIVES

#### **1 To be an outstanding College**

- 1.1 Achieve success rates in the top 10% of colleges nationally
- 1.2 Restore financial health grade to at least satisfactory by 2016/17
- 1.3 Further develop the employability skills of our learners to ensure progression to positive destinations.
- 1.4 Ensure learners make substantial and sustained progress throughout their study programmes
- 1.5 Improve learner attendance to 90% overall

#### **2 To provide inspirational teaching, learning and support which equips all our learners for their future careers**

- 2.1 Have a Teaching, Learning and Assessment profile of 85% good or better, of which 35% of all observed sessions are graded as “outstanding”
- 2.2 Continue to develop Mathematics and English skills across all elements of our Programmes of Study
- 2.3 Develop a blended learning delivery model that harnesses e-technology effectively to promote learner independence, and support the development of digital skills
- 2.4 Celebrate, promote and share best practice in teaching, learning, assessment and support
- 2.5 Promote the personal development, behaviour and welfare of our learners to ensure all groups and individuals achieve their potential
- 2.6 Provide our learners with industry standard learning environments and staffing

#### **3 To increase participation from our community and add value, economically and socially**

- 3.1 Offer a responsive curriculum to meet the changing needs of our employers, learners and the wider community
- 3.2 Continue to grow our apprenticeship and higher level skills provision, to meet local needs and the national skills agenda
- 3.3 Strengthen relationships with key employers and maximise opportunities for increased partnership working
- 3.4 Work with potential partners to lay the foundations for a new collaborative structure, in order to secure future sustainability for our learners

#### **4 To be an employer of first choice for talented and innovative staff**

- 4.1 Promote a culture where staff feel respected and valued
- 4.2 Clearly identify the roles and skills required for the future and develop our staff to meet changing demands
- 4.3 Promote and support the health, wellbeing and safety of our staff
- 4.4 Ensure effective communication across the college and high levels staff engagement

## **5 To maintain financial stability**

- 5.1 Plan and achieve a budget that leads to financial health of at least satisfactory by 2016/17
- 5.2 Maintain confidence of stakeholders including:
  - Lenders
  - Funders
  - Suppliers
  - Staff
- 5.3 Maintain cash balances of at least 10 days at any time
- 5.4 Achieve identified target efficiency savings
- 5.5 Improve staff utilisation
- 5.6 Maximise income from all funding streams

## **OUR MEASURES OF SUCCESS**

- **Success rates in the top 10% of colleges nationally**
- **Increased progression of our learners into further and higher education or employment**
- **Excellent feedback from our learners employers and wider community**
- **High levels of staff satisfaction**
- **Outstanding rating at our next Ofsted Inspection**
- **Achievement of financial targets**

## **OUR CORE VALUES**

- **Putting our learners first**
- **Excellence in everything we do**
- **High standards and expectations**
- **Providing a welcoming, caring and inclusive environment**
- **A respectful, open and honest culture**
- **Individual and collective responsibility**
- **Collaborative, partnership and team working**
- **Enjoyment and success**

**Approved by the Corporation Board on 24 September 2015**