

Committed to excellence

S T R A T E G I C P L A N



NEWCASTLE
AND STAFFORD
COLLEGES GROUP

WELCOME



INSPIRING OUR FUTURE

Our strategic plan outlines the aims and ambitions of Newcastle and Stafford Colleges Group to ensure the College is recognised as an outstanding organisation where students and staff thrive, achieve and make a positive contribution to the cultural and economic prosperity of Staffordshire and beyond. We call it “committed to excellence”.

Welcome to our world

Newcastle College and Stafford College merged in 2016 to form Newcastle and Stafford Colleges Group (NSCG). Today, the Group is a force to be reckoned with. Staffordshire's largest and most successful further education provider, placed in the top 5% of general further education colleges nationally. Our campuses provide a friendly welcome, with first class facilities and a dedicated staff team who put student success at the heart of everything they do.



Our Learners



Over **10,000** learners on full-time, part-time and apprenticeship programmes



Apprentices
2,342



16-18 Learners
4,841



HE Learners
504



Adult Learners*
2,436

*the oldest learner on roll is 89!

16-18 full-time students by level

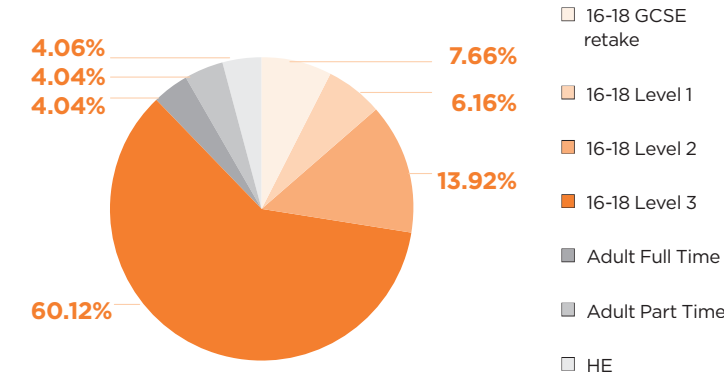
11%
Level 1

17%
Level 2



72%
Level 3
A Level or equivalent

2018/19 Teaching Delivery



Annually c. **3,300** learners are supported in retaking their GCSE maths & English and functional skills qualifications

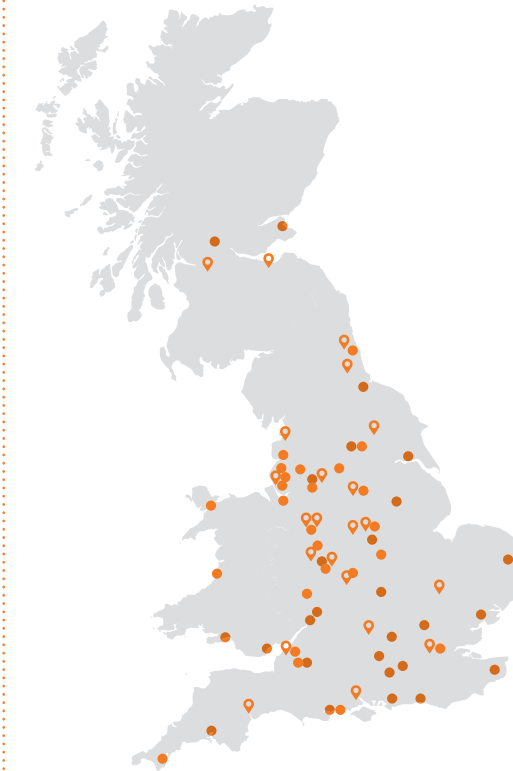


ESFA Centre for Excellence in maths



94% positive progression to HE, employment or apprenticeship

6% of students travelling, volunteering or seeking employment



Staffordshire's leading provider of students to university, with **1,192** students progressing to 97 HE institutions in 2018

About us



High achievement rates; **top 5%** of GFE Colleges for learners aged 16-18



Top performing post merger college in England



£39.5m turnover



Outstanding financial health for 20 years



£77m investment in estates and facilities since 2010, with £13.5m invested since 2016



Outstanding support for learners



Nationally 2nd = in the 2018 FE Week Nicdex league table which measures student and employer satisfaction and student destinations

Our employer links

**Working with
over 850 employers
across Staffordshire,
Cheshire and Shropshire**



Employer
satisfaction of
91.4%



**2,342
apprentices**
studying on programmes
up to Level 5



Our colleagues



Our brand portfolio

NSCG | NEWCASTLE
AND STAFFORD
COLLEGES GROUP



Axia
Solutions



GRADBACH
DISTINCTIVE ACCOMMODATION

With some of the best
pass rates and student
achievement rates in the
country, Staffordshire's
future starts here.





Our Strategic Aims

Together we will:

- 1 Position NSCG as a **confident** and **successful** organisation with a **reputation for excellence**.
- 2 Provide an **inspirational learning experience** which optimises the talent and expands the horizons of our students.
- 3 Deliver an **innovative, creative and stimulating curriculum** offer that anticipates and responds to local demand and national priorities.
- 4 **Maximise the talent, expertise and performance of our staff**.
- 5 **Continue investment** required to sustain a high performing and resilient College.



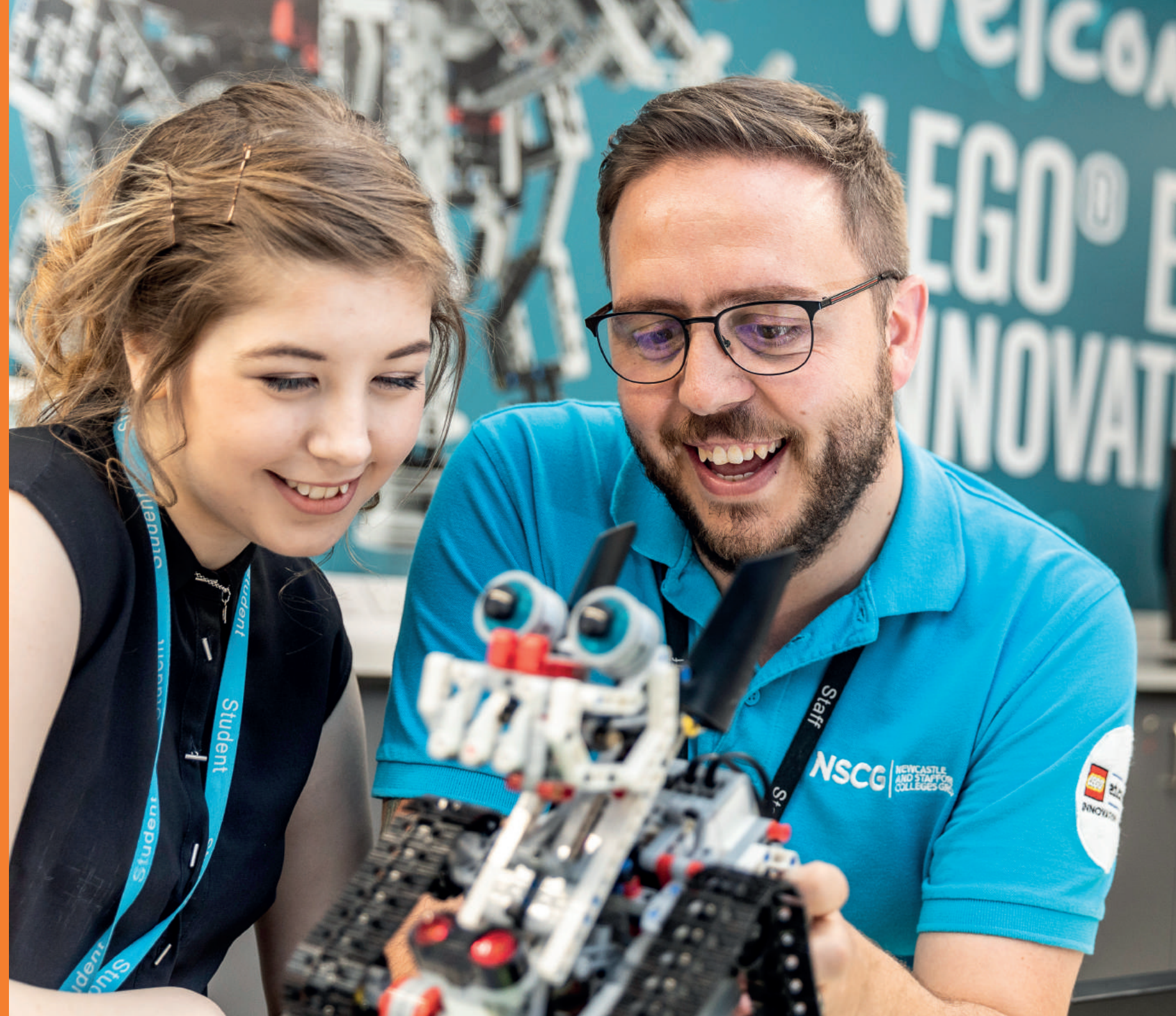
Position NSCG as a confident and successful organisation with a reputation for excellence

Together we will:

- Make a significant contribution to the local and national economy through enhancing the personal growth, enterprise and employability of individuals.
- Consolidate good practice and high performance across the organisation and build a strong reputation for NSCG in Staffordshire and nationally.
- Promote and celebrate the achievements of our students, staff and institution locally and on the national stage.
- Expand our scope of influence across our new 'Group' geography and revitalise our partnerships, liaison and engagement work, particularly in the Stafford area.
- Take a leading role in the delivery of local and national strategies to improve educational life chances and help address identified skills shortages.



Provide an inspirational learning experience which optimises the talent and expands the horizons of our students



Together we will:

- Implement a teaching, learning and assessment strategy where students flourish and which delivers outcomes in the top decile for all aspects of our curriculum offer (achievement, student satisfaction, progress and progression into positive destinations).
- Provide outstanding academic and pastoral support which effectively delivers specialist, individualised and targeted support for students with specific needs, maximising success for all.
- Provide a high quality English and maths programme which delivers progress and achievement in these important subjects.
- Help students develop the knowledge and skills to keep safe and have respect for themselves and others through their academic and pastoral college experience, and which promotes Fundamental British Values.



Deliver an innovative, creative and stimulating curriculum offer that anticipates and responds to local demand and national priorities

Study Programmes for Young People

Together we will:

- Deliver a broad, sustainable, academic and vocational programme offer at both college sites which is appealing to young people and which prioritises student progression and employability in the curriculum design and delivery.
- Maximise the in-year progress of students and ensure all courses provide strong progression routes onto further and higher study, or onto an apprenticeship and into employment.
- Deliver IAG with integrity, ensuring students are on the right course and are able to achieve, progress and realise their ambitions.
- Increase work experience opportunities and increase employer involvement in all our study programme provision.



Adult

- Provide high quality, financially viable provision, which supports promotion and progression within the workplace.
- Ensure the adult offer responds to student demand and national and local priorities.
- Capitalise on our existing strengths and increase progression for more adults onto NSCG higher education programmes.





Apprenticeships

Together we will:

- Provide a broad apprenticeship training offer which capitalises on existing strong employer relationships, focussing new business and growth around local demand and LEP priority areas.
- Deliver outstanding apprenticeship outcomes and promote NSCG Training as the provider of choice in Staffordshire and the surrounding areas.
- Promote apprenticeships as a positive choice and increase internal progression onto NSCG apprenticeship options.
- Be proactive in engaging with, and responding to, the needs of employers, building long term relationships which contribute to the success of local businesses.

Higher Education

Together we will:

- Increase higher education progression into highly competitive universities and courses.
- Extend apprenticeship training through to higher education in more curriculum areas.
- Develop and expand the NSCG higher education offer with a focus on programmes which deliver higher level technical skills, particularly in STEM subjects and professional career routes.
- Promote the NSCG higher education offer as an attractive progression option.





Maximise the talent, expertise and performance of our staff

Together we will:

- Embed a culture of high expectations and accountability across all areas of our organisation which recognises that we can always improve.
- Recognise and reward staff success and provide a stimulating working environment which encourages innovation.
- Adopt a 'best practice' approach to curriculum delivery, learning from experts within and external to our College.
- Deliver a continuous professional development programme which promotes high quality teaching, learning and assessment practice and support service functions for teams and individuals, underpinned by effective performance management systems.
- Develop leaders and leadership at all levels and encourage staff to broaden their expertise and knowledge, taking on relevant external roles where appropriate.
- Implement a range of staff roles which provide a flexible and responsive workforce which supports excellence across the organisation.



Continue the investment required to sustain a high performing and resilient institution

Together we will:

- Deliver a planned programme of estate and facilities maintenance, renewal and improvements across the entire estate.
- Implement a capital strategy for our Stafford site which delivers top class facilities for students and staff in all curriculum areas.
- Be alert to capital and revenue opportunities which support our estates, facilities and investment plans
- Maintain our 'Outstanding' financial health and continue the policy of having strong reserves and financial stability to enable us to realise our strategic aims.
- Be committed to sustainable practices that support the environment.
- Maintain and develop partnership work which benefits learners, makes sense financially and delivers value for money.

Progress and achievement of strategic objectives will be implemented, monitored and reviewed via the annual Delivery Plan and self-assessment process.





What makes us tick?

Enjoyment	Enthusiasm
Thriving	Innovation
Integrity	Resilience
Ambition	Excellence
Responsibility	Accountability
Confidence	Caring
Shared Success	Support for the Individual

