



London is changing. The Economy is changing. So are we.

Strategic Plan 2012–2015



Barnet
College



Southgate
College

Welcome to our Strategic Plan 2012–2015



The skills, education and employment landscape has changed enormously since our last plan. The challenges faced by young people and adults wishing to retrain or enter the workplace are significant and the level of skills required by employers have never been higher. Barnet and Southgate already plays a significant strategic leadership role in its local areas. It also has a national reputation and international aspirations.

We want to do more. We must do more. That is why in this strategic planning period we want to be renowned for three key things:

- Quality and Standards
- Jobs and Progression
- Innovation and inspiration

Our response to the economic recession and austerity measures is to focus on quality, develop partnerships which add value to our communities and above all nurture and stretch our learners so that they achieve the highest levels of success; be that university progression, employment or apprenticeships.

We also recognise and embrace the role that technology will play in our achieving the targets we have set ourselves. Digital and Social Media take up an ever increasing amount of our personal and professional lives. In many cases our students are arriving with higher technological expectations than ever before. It is transforming business practices and our learners must be provided with a new toolbox of skills in order to successfully compete in the workplace.

The next three years will present major challenges to our own funding and infrastructure. Financial pressures will undoubtedly influence direction and scale of activity. This strategic plan signals a dynamic shift in our strategic governance arrangements so that we retain an unswerving focus on our three core aims. That is why we are planning for change and preparing to lead the way in order that our learners get the best possible experience.

Barnet and Southgate College is changing. It is One College with Many Successes.

David Byrne,
Principal

Jill Stansfield,
Chairman

The College's vision is:

“To be the most innovative, inspirational and employment focused learning organisation in the education sector.”

The College's mission is to:

“Provide outstanding learning and employment related opportunities within every market we operate and to offer the highest level of expertise and knowledge which will enrich the personal and professional lives of our customers.”

London is a melting pot of exciting opportunity and debilitating poverty. With a population of over eight million, London has seen a 12% increase since the 2001 census with the London Borough of Barnet being the third largest in terms of people (356,000). The London Borough of Enfield has also grown by 6% to 312,500 people. London currently has an unemployment rate of 8.9% which remains higher than the UK average. Connected to this is the London proportion of NEETs, which although relatively low compared to the UK average, hides distinct pockets and concentrations of hard to engage people in Boroughs such as Enfield and Haringey.

Our two local Boroughs have differing educational and employment issues: Barnet enjoys a higher than London average for the number of people attaining 5 or more GCSEs at grades A-C whereas Enfield has a lower attainment. The employment rate for Barnet was slightly higher than the London average at 68.4% whilst Enfield five percentage points below the London average.

Both Boroughs have pockets of prosperity, affluence and individuals with high net wealth. In contrast, both have areas of deprivation, with Enfield having a greater proportion of people on low income and JSA claimants.

It is along this spectrum of diversity that Barnet and Southgate College will deliver its three year targets and vision for change. Our challenge is to meet the needs of these differing groups and backgrounds whilst ensuring that we play a leadership role across London and the Counties.

Meeting these needs will mean that our curriculum offer and community services will need to be aligned to local and national strategies. Consequently we will continue to find new ways of working with partners, employers and funding bodies. Our partnerships with Job Centre Plus and Department for Work and Pensions will be developed and extended.

Values

We believe that Barnet and Southgate College is a special place to work and study. Students and employers consistently rate us highly. Combined with improving success rates these indicators are powerful signs that the College is making an impact within its local community and stakeholder groups.

Our Vision and Mission are backed up with a set of guiding values and these will drive us to new levels of performance over the coming years:

- Putting the learner first
- Professionalism
- Continuous Improvement
- Teamwork
- Challenging the norm
- Equality and inclusiveness

Our Core Strategic Aims are explained in nine words

- Quality and Standards
- Jobs and Progression
- Innovation and Inspiration

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Improving the achievement level and job chances for our learners is at the heart of our strategic vision. Raising standards throughout the College is a prerequisite for an outstanding College. The College has made a great deal of progress but the next three years will demand higher levels of service.

What we aim to achieve...

- We will ensure that our learners attain the highest level of academic and vocational success;
- Our learner satisfaction rates are the best in the education sector;
- That our teaching and learning is outstanding; and
- That our qualifications are meaningful and industry relevant.

How we'll get there...

We have a clear plan of action that will help us reach the required levels of service and quality.

This includes:

- Improving our quality assurance and feedback systems;
- Improving our teaching and learning strategies;
- Developing a comprehensive learner voice; and
- Tracking and celebrating individual progress, not qualification pathways.

How will we know that we've got there?

We'll know we've made an impact when we see these outcomes:

95% of all learners will achieve their learning aim;

95% of Learners will rate us as excellent;

95% of employers will rate us as outstanding;

95% of teaching grades are good or outstanding

We already have a good reputation for helping learners achieve their best. WE recognise and accept our role in making our learners job ready, confident of enterprise and entrepreneurship or obtaining the best progression route to university.

What we aim to achieve...

- All our learners are job ready and have enterprise skills;
- That we have the most appropriate progression route;
- Our learners have a clear and supported job progression route;
- All 16-19 aged learners have the chance to “run” a business/enterprise; and
- Students progressing to HE gain their first choice option.

How we'll get there...

We're going to use our staff talent, exclusive partnerships and specialist facilities to ensure our learners get the most exciting and meaningful opportunities to fulfil their ambitions.

We are going to help our learners by:

- Establishing a comprehensive “job outcome” scheme;
- Re-engineering our curriculum to provide meaningful and relevant employer modules; and
- Ensure that all our teaching staff are industry experienced and vocationally specialist.

How will we know that we've got there?

When we see these results:

- 80% of young learners into a direct employment opportunity;
- 100% of College curriculum refreshed;
- 100% of 16-18 learners have meaningful and realistic work experience;
- % increase in the number of students into higher education.

Innovation and Inspiration



The College has a history of collaboration with local authorities, employers and community groups. We will continue to build on these links and ensure that this spirit of collaboration is extended to our curriculum and accommodation design; use of social media to facilitate independent learning; leading ambitious partnership working and new ways of running our business.

What we aim to achieve...

- That all our environments stimulate and stretch our learners;
- Our educational products are distinctive, refreshing and inspirational;
- Our business critical systems for staff and learners utilise enabling technologies to the fullest extent;
- A learning environment which consistently embraces digital media developments; and
- Recognition for being the “heart” of the community.

How we'll get there...

Our journey to outstanding requires a new level of creativity, collaboration and efficiency. Putting the learner at the heart of what we do means flexing our systems to accommodate new techniques and practices which can then be accessed by Communities.

This means a staged process which:

- Establishes a set of business processes which liberate resources to the learner experience;
- Creates an innovation/incubator framework to enable learners and staff to experiment with new business/enterprise ideas;
- Develop an infrastructure which is responsive to local and national needs and accessible to key stakeholders.

How will we know that we've got there?

- The number of learners creating an enterprise/social enterprise;
- The volume, range, nature and success of collaborative partnerships;
- The annual number of new schemes and bids achieved from external sources;
- The annual percentage increase in the use of digital media for all our learner services.

Strategic Leader Community Hub Employer



The College as a Strategic Leader

We are proud of our business and community links. An integral part of this new plan will be to see that such links are developed.

We are significant contributors to local educational planning strategies and play an increasing role in shaping pan-London partnerships and London centric initiatives. That will continue and our influence and reputation increased.

Our highly successful apprenticeship programme is a national success. This too will be remapped to ensure that specialist sectors gain commercial advantage from our staff expertise, talent and subject specific knowledge.

The College as a Community Hub

We already offer an outstanding community service, but we know that the next three years will see a new role emerge for how local services are to be delivered.

We will be a major force behind these developments and look wherever possible to engage with schools, voluntary groups, private training organisations and universities to establish a close network of high quality service providers.

The College as an Employer

We are a major contributor to the local economy. Over 750 staff are employed across a range of functions.

In pursuing our goals, we value the input, insight and loyalty of a passionate collection of professionals across all academic and business support operations.

Our commitment to workforce development will ensure that we retain the right people in the right job and that staff are trained, supported and encouraged to continually develop new skills and techniques.

Driving this Plan forward



Responding to the pace of change, new funding Challenges, 21st century skills agenda and the varied commercial and international opportunities requires robust governance and scrutiny arrangements. This is why over the lifetime of this Plan we will review and implement new corporate governance structures which will sharpen our decision and investment strategies and widen our engagement and communication routes all the communities we serve.

Ready for Action

We relish the opportunity to be the best: we need to earn that accolade, but here are just a few examples of our strength and depth of resource.

Colindale NW7

Plans are being made to construct an exciting new College campus in the heart of a major local authority regeneration project.

Our LLDD provision is assessed as “outstanding”. We will be constructing a state of the art specialist centre of learning excellence at our Southgate campus during the lifetime of this plan.

Our Key Partners:

- Stemnet
- London Borough of Barnet
- Harrods
- Middlesex University
- Enfield Council
- Tottenham Hotspur Football Club
- Sport England
- Royal Air Force Museum

For more information about the work we do and the services we offer please contact:

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One college, many successes



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