

## **Our Strategic Plan 2020-2023**

### **Our Ambition**

*Northern College is a residential College dedicated to the education and training of adults who return to learning to improve their life opportunities. We use the power of adult education to generate an excitement for learning and to drive an ambition to succeed and progress.*

*We pride ourselves in working closely with partners to engage with communities and employers to ensure our provision responds to the needs of all our stakeholders and to reach out to adults who have not had the opportunity to fulfil their potential. Once engaged, we enable our students to build on their motivation and to provide purposeful education pathways to develop the skills needed to move their lives forward positively at work, at home and within society.*

*We provide a decidedly unique experience for our students, with provision being delivered in Wentworth Castle, a Grade 1 listed building located in Barnsley. Our dedicated, adult specialist teaching and support teams have the experience, success and progression of our students at the forefront of everything they do.*

*Residential accommodation and a full range of support services are core to Northern College. This offer enables our students to fully engage in the whole learning experience both educationally and socially. Students work together to immerse themselves in their studies and our surroundings for an intensive period of time. For many, this is crucial to their success.*

*Giving adults another chance to learn and raising the aspirations of some of the nation's most disadvantaged communities is vital if the UK is to bridge the current skills and productivity gap which evidence shows is holding back the economy. We will continue to play a key role in inspiring positive change through adult education.*

*Our aspirational strategy sets out a clear set of priorities for the next three years with the specific intention to deliver social justice, stronger families and communities, digital inclusion, improved access through different and digital modes of delivery, social mobility, employability and many other cross-government priorities at Northern College.*

*Signed by Principal & Chief Executive and Chair of the Board*

### **Our Mission**

**Inspiring positive change through adult education**

## **Our Local and Regional Priorities**

Our Strategic Plan responds to the current social and economic landscape with the aim of ensuring our impact positively meets the needs of our students and communities, as well as delivering on a number of key social inclusion, skills and employment priorities in local, regional and national plans.

### **Sheffield City Region**

The Sheffield City Region (SCR) Local Enterprise Partnership has set an ambitious Strategic Economic Plan 2015-2025 which seeks to continue the region's recovery from decades of industrial job losses. The plan aims to narrow the SCR economic gap by creating 70,000 jobs, increasing Gross Value Added (GVA) by 10% and creating 6,000 new businesses. A key outcome will be to reduce costs on public finances by addressing the area's legacy of unemployment.

### **Barnsley**

Barnsley Council's Employment and Skills Strategy – More & Better Jobs 2016-2020 outlines a shared ambition in Barnsley people, communities and businesses for better jobs. Although Barnsley's economy is growing and diversifying, and the employment rate has improved, challenges remain. There are still high numbers of people out of work and they often face multiple barriers, including low or no skills and health conditions. In work, many lack workplace progression or are under-employed. The plan prioritises action on skills and routes to employment.

### **National Government**

The government has a clear ambition for full devolution across England giving power to people and places across the UK, so that every part of our country has the power to shape its own destiny.

There is a commitment to the development of a National Skills Fund to help to transform the lives of people who have not got onto the work ladder and lack qualifications, as well as people who are keen to return to work or need to retrain for a different career.

A UK Shared Prosperity Fund will seek to give disadvantaged people the skills they need to make a success of life, helping people of whatever age and background navigate the new world of work, equip themselves with the skills they need, increase their earnings and make Britain more productive.

## **Our Values**

### **We will - Always Be Ambitious**

- Having high aspirations and high expectations
- Providing the right balance of support and challenge to ensure everyone achieves their best
- Seeking to improve in everything we do

### **We will – Have People at our Heart**

- Valuing every individual
- Sharing, innovating, collaborating and building relationships
- Being inclusive and celebrating diversity

### **We will - Make Things Happen**

- Being clear and straightforward
- Listening so that we can understand and do the right thing
- Promoting a culture of openness, personal responsibility and accountability

# Our Strategic Priorities

## We will – Diversify our Curriculum Offer

- Deliver a community & employability offer that enables social inclusion
- Develop the essential skills our students need to progress in life and work
- Offer a range of programmes that enable entry to higher level study
- Deliver a programme of professional study to improve work opportunities
- Work with partner organisations to improve people's lives through education

## We will – Promote Northern College and Adult Education

- Shout loudly about the success of Northern College
- Raise the profile of adult education at local, regional and national level
- Develop wide ranging partnerships to improve the overall offer for our students
- Open up new markets in line with our mission

## We will – Innovate to improve the Student Experience

- Deliver an impactful experience, enabling progression to further study or work
- Offer a vibrant, relevant and innovative curriculum meeting local & regional priorities
- Expand digital methods of delivery and use the 24/7 campus to improve access
- Offer excellent support for learning and social inclusion

## We will - Value our People

- Ensure we have the experience of our students at the forefront of all we do
- Attract, develop and retain highly skilled and motivated staff
- Enable everyone to be safe, secure, healthy and well
- Offer and engage in current and appropriate Continuous Professional Development
- Plan for succession

## We will – Be Sustainable

- Plan for the future
- Be financially resilient
- Grow new and sustainable income
- Deliver value for money

