

College of West Anglia



Public Value Statement

The College's aim is embodied in its Vision: **Changing Lives through Learning** for all those who seek education, development and learning opportunities in the communities of West Norfolk, Cambridgeshire, South Lincolnshire and beyond.

Our Values

We recognise that learners should be central in all that we do and aspire to the following values:

INCLUSIVENESS
RESPECT
ASPIRATION
INTEGRITY
INSPIRATION
ENTERPRISE
COLLABORATION

Our Strategic Ambitions seek to add value to the social, economic and physical well-being of the communities the college serves through:

1 **Deliver outstanding learner success**

Including:

- Deliver information, advice and guidance which informs and inspires decisions and advances students' ambitions.
- Promote and deliver innovative teaching and learning, ensuring our students make progress and achieve exceptional outcomes.
- Innovate and shape our curriculum to the needs of our learners and local stakeholders responding to challenges and opportunities as they arise.
- Develop an HE strategy that meets local and regional need and reflects national policy.

- Provide inspirational learning environments, including those that are virtual and support highly effective remote learning.
- Developing a whole organisational approach that ensures all students improve English and Maths skills and the confidence to apply these to study, work, and life.
- Provide wraparound support services to enable all our learners to reach their full potential.
- Raise students' aspirations and increase their potential employment opportunities through engagement with local employers.
- Further develop our inclusive approach, embedding a culture of equality and diversity
- Provide opportunities and promote student engagement in external skills competitions.

2 Impact positively on local social & economic prosperity

Including:

- Using Business Intelligence and local labour market information to plan a curriculum that is responsive to the training needs and skills priorities of the local, regional, and national economy, building a sustainable future for our students, employers and the communities we serve. Design and implement a coherent adult and higher education growth plan, to develop the talent, skills and knowledge required to broaden economic opportunity.
- Enhance learning opportunities with local businesses and develop a range of complementary provision, underpinned by alternative funding.
- Engage with local school partners to ensure a smooth and successful transition to appropriate further and higher education.
- Widen accessibility to learning, by providing flexible, alternative opportunities across the calendar year.
- Secure external funding to promote and support wider community use of existing high-quality facilities.

3 Develop a culture of support, inclusivity, empowerment and high performance

Including:

- Foster a culture of community, cooperation, dignity and respect for all, with a workforce that is motivated, engaged and takes ownership of issues.
- Enhance our overall employee experience with progressive policies, attractive benefits, and the opportunity to develop a rewarding career, to

attract and retain a motivated and talented workforce as an employer of choice. Lobby the government for the fairer funding for FE.

- Develop and implement a learning & development strategy focused on improving the capabilities, skills, and competencies of all staff, enabling us to build a working environment that is knowledgeable, curious and inclusive.
- Take a preventative and supportive approach to the health and wellbeing of our staff, implementing proactive initiatives to encourage positive mental and physical wellbeing, underpinned by appropriate support mechanisms.
- Celebrate, share, and promote excellent practice.

4 Use our resources to achieve maximum impact

Including:

- Recruit and retain people with the right skills, knowledge and experience who are effectively led and organised to deliver the College's strategy.
- Regularly publish information promoting the college as a great employer and consider external awards that promote this goal.
- Use our resources wisely for minimum environmental impact in line with the implementation of the revised Sustainability Strategy
- Make effective use of space in line with the Property Strategy
- Improve the ICT infrastructure in accordance with the IT Strategy
- Deliver key aspects of the approved Medium-Term Financial Plan, focusing on financial health, cash, and EBITDA.
- Exploit external funding opportunities.
- Embed a risk management culture to support investment decisions.
- Improve the College's approach to project management through the use of formal governance processes.