



**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 Delivering outstanding learner success

Including:

- Delivering information and guidance which informs and inspires decisions and advances students' ambitions

- Promoting and delivering innovative learning and teaching, including blended learning models, resulting in our students making progress and achieving exceptional outcomes in line with the best in the sector
- Innovating and shaping our curriculum to the needs of our learners and local stakeholders including the development of T levels, higher apprenticeships, responses to redundancy, 'catch up' learning for those adversely affected by COVID-19, provision that addresses challenges around those who are currently not engaged and who are not likely to engage and an offer of pre-apprenticeship developmental study
- Developing an HE strategy that meets local and regional need and reflects national policy
- Providing inspirational learning environments, including those that are virtual and highly effective in supporting distance learning
- Developing a whole organisational approach that ensures all students have strong functioning English and maths skills and the confidence to apply these to study, work and life
- Providing wraparound support services to enable all our learners to reach their full potential
- Developing a whole college curriculum approach to sustainability that meets regional and national commitments to improving the environment we live in
- Raising students' aspirations and increasing their potential employment opportunities through engagement with local employers
- Building on our inclusive approach, successes and outstanding provision for high needs students embracing a culture of equality and diversity, and equipping them with work and independent living skills
- Providing opportunities for students to engage in external skills competitions

2 Impacting positively on local social & economic prosperity

Including:

- Working closely with local and regional strategic partners including New Anglia Local Enterprise Council (NALEP), Cambridge & Peterborough Combined Authority (CPCA), and North Cambridgeshire Place Development Board to support economic recovery and contribute to the socio-economic prosperity of the local area
- Using Business Intelligence and local labour market information to plan a curriculum responsive to the training needs and skills priorities of the local economy, building a sustainable future for our students, local employers and our community

- Developing and implementing an adult and HE growth plan
- Designing learning opportunities with local businesses and developing a range of complementary provision, underpinned by alternative funding, to support their training and development needs
- Demonstrating system leadership by working collaboratively, with other regional colleges, universities, training providers and business support agencies, developing an inclusive response to the creation of local skills improvement plans and the levelling up agenda
- Increasing our progression opportunities to widen participation in higher level education and training, developing the talent, skills and knowledge available to the local economy
- Engaging with local school partners to ensure a smooth and successful transition to appropriate further and higher education
- Establishing further provision with alternate start points which offer accessibility and re-engagement with learning
- Seeking external funding to support economic recovery, utilising excess space by creating on-campus business start-up / incubator facilities and promoting wider community use of existing high-quality facilities

3 Developing a high-performance culture

Including:

- Supporting the mental fitness and wellbeing of staff, ensuring that staff feel appreciated and listened to
- Celebrating, sharing and promoting excellent practice
- Working collaboratively to support each other to meet targets
- Fostering a culture of accountability and professional behaviours in all that we do
- Fostering a culture of empowerment, inclusivity and flexibility across the organisation
- Gaining public recognition as a great employer by winning an award such as the Sunday Times 100 Best Companies award or Great Place to Work Award
- Driving innovative, challenging and creative approaches to teaching and business processes
- Under-pinning sound teaching, learning and assessment principles with teacher reflection, research and continuous development
- Prioritising the development of teaching staff and funding their training
- Growing the number of apprentices within the college workforce
- Reducing staff absence rates in line with sector benchmarks

- Continuing to develop quality improvement processes that deliver rapid impact on outcomes for our learners

4 Using our resources to achieve maximum impact

Including:

- Recruiting and retaining the best people, investing in the skills and talents of our college team
- Ensuring that our pay, rewards and other benefits are competitive to support the recruitment, motivation and retention of staff
- Ensuring we have the people with the right skills, knowledge and experience who are effectively led and organised to deliver the College's strategy
- Using our resources wisely for minimum environmental impact in line with the implementation of the revised Sustainability Strategy
- Making effective use of space in line with the Property Strategy
- Maintaining the ICT infrastructure in accordance with the IT Strategy to support the College's strategic ambitions
- Achieving and maintaining Cyber Essentials+ and responding to cybersecurity threats appropriately
- Delivering key aspects of the approved Medium-Term Financial Plan, focusing on financial health, cash, and out-turn
- Further developing a contribution-based model around curriculum provision to inform budgeting, resource allocation and investment decisions
- Exploiting external funding opportunities through independent and collaborative bidding
- Embedding a risk management culture to support investment decisions
- Improving project management processes – including the use of investment appraisals in advance of project initiation and post completion reviews