VISION
West Nottinghamshire College



WEST NOTTINGHAMSHIRE COLLEGE

STRATEGIC PLAN

2026-2029

Ofsted
Good Provider



VISION

We want to be:

At the centre of prosperous and ambitious communities, where our extraordinary team builds powerful collaborations to create transformative and inclusive learning opportunities that equip students, employers and partners with the skills, knowledge and resilience to thrive in a rapidly changing world.



MISSION

To be the college our community needs us to be.



VALUES

RESPECT

AMBITION

INTEGRITY

COMPASSION

COLLABORATION



STRATEGIC AIMS

AIM1: **STUDENTS**

We will encourage and inspire our students to aim high in life and at work, and equip them with the skills, resilience, adaptability and opportunities to achieve these ambitions.

AIM 2: **EMPLOYEES**

We will be a great place to work, where we attract, train, develop and retain skilled staff to enable our students to reach their full potential.

AIM 3: **EMPLOYERS**

We will work with local employers to understand the skills their employees will need today and in the future, and collaborate with them to provide our students with these skills.

AIM 4: **COLLABORATION**

We will be a significant driver in developing collaborations that raise aspirations across the communities we serve and that support economic growth and empowers individuals within those communities to access fulfilling and successful jobs.

AIM 5: **FINANCES**

We will sustain the financial strength required to deliver high-quality learning, infrastructure and services in response to new challenges.

AIM 6: **INFRASTRUCTURE**

We will continue to invest in and optimise the efficiency of well-managed facilities, systems and resources to support outstanding learning.

STRATEGIC OBJECTIVES

We will maintain a rolling, three-year set of strategic objectives to ensure that we drive the college towards its vision. They are designed to be progressive, with each year building on the achievements of prior years. These will serve as the performance objectives for the principal and will be cascaded into objectives for the executive team and onwards throughout the college. We will develop a brief, milestone plan for every objective. The governing body will monitor progress against these objectives at least once every term.

	2026/2027 ▶
1	Improve teaching and learning to enable all learners to achieve their target grades.
2	Achieve a self-assessment or Ofsted inspection with at least seven of the judgements at 'Strong' or 'Exceptional' and none judged as 'Needs attention'.
3	Ensure that the college is judged to be 'on track' in all the apprenticeship accountability measures, with overall achievement above 72%.
4	50% of 16-18-year-olds enrolled in GCSE English improve by at least one grade and 20% by at least two grades.
5	50% of 16-18-year-olds enrolled in GCSE Maths improve by at least one grade and 20% by at least two grades.
6	Increase the proportion of study programmes students who leave to take up positive full-time destinations in education and employment to 90% with 15% moving into employment directly linked to their programme of study.
7	Continue to evolve our inclusive curriculum to provide opportunities for students to access meaningful education and training and to progress onto further learning.
8	Implement our People Strategy to ensure that we continue to develop our own pipeline of high-quality staff able to flexibly meet the changing demands of the local economy in a rapidly changing world.
9	All relevant staff actively engage in upskilling opportunities, (including industry placement) as part of their personal development.
10	All staff to develop and implement the digital skills needed to meet the current and future requirements of their job role.
11	Ensure that our curriculum continues to evolve so that it is responsive to the needs of employers, our communities the skills priorities of the East Midlands Combined County Authority (EMCCA) and government led curriculum reform.
12	Develop the college's internal recruitment agency, Recruit, and ensure that there are clear programmes to support learners to take advantage of related employment opportunities in every vocational curriculum area.
13	Maintain our good financial health, in particular return an EBITDA in line with government expectations that enables investment in college resources.
14	Implement the Carbon Reduction Strategy, working towards a net zero target, and continue to follow the Climate Action Roadmap for FE Colleges.
15	Develop a new MIS system for launch in time for main enrolment in 2028.
16	Address workload of staff to protect wellbeing and work/life balance.



2027/2028 ▶	2028/2029
Improve teaching and learning to enable all learners to achieve their target grades.	Improve teaching and learning to enable all learners to achieve their target grades.
Achieve a self-assessment or Ofsted inspection with at least nine of the judgements at 'Strong' or 'Exceptional' and none judged as 'Needs attention'.	Achieve a self-assessment or Ofsted inspection with at least eleven of the judgements at 'Strong' or 'Exceptional' and none judged as 'Needs attention'.
Ensure that the college is judged to be 'on track' in all the apprenticeship accountability measures, with overall achievement above 74%.	Ensure that the college is judged to be 'on track' in all the apprenticeship accountability measures, with overall achievement above 74%.
50% of 16-18-year-olds enrolled in GCSE English improve by at least one grade and 20% by at least two grades.	50% of 16-18-year-olds enrolled in GCSE English improve by at least one grade and 20% by at least two grades.
50% of 16-18-year-olds enrolled in GCSE Maths improve by at least one grade and 20% by at least two grades.	50% of 16-18-year-olds enrolled in GCSE Maths improve by at least one grade and 20% by at least two grades.
Increase the proportion of study programmes students who leave to take up positive full-time destinations in education and employment to 92% with 30% moving into employment directly linked to their programme of study.	Increase the proportion of study programmes students who leave to take up positive full-time destinations in education and employment to 93% with 17% moving into employment directly linked to their programme of study.
Continue to evolve our inclusive curriculum to provide opportunities for students to access meaningful education and training and to progress onto further learning.	Continue to evolve our inclusive curriculum to provide opportunities for students to access meaningful education and training and to progress onto further learning.
To implement and evolve our People Strategy to ensure that we continue to develop our own pipeline of high-quality staff able to flexibly meet the changing demands of the local economy in a rapidly changing world.	To implement our People Strategy to ensure that we continue to develop our own pipeline of high-quality staff able to flexibly meet the changing demands of the local economy in a rapidly changing world.
All relevant staff actively engage in upskilling opportunities, (including industry placement) as part of their personal development.	All relevant staff actively engage in upskilling opportunities, (including industry placement) as part of their personal development.
All staff to develop and implement the digital skills needed to meet the current and future requirements of their job role.	All staff to develop and implement the digital skills needed to meet the current and future requirements of their job role.
Ensure that our curriculum continues to evolve so that it is responsive to the needs of employers, our communities and the skills priorities of the East Midlands Combined County Authority (EMCCA).	Ensure that our curriculum continues to evolve so that it is responsive to the needs of employers, our communities and the skills priorities of the East Midlands Combined County Authority (EMCCA).
Establish the college's internal recruitment agency, Recruit, to provide clear programmes to support learners to take advantage of related employment opportunities in every vocational curriculum area.	Further establish the college's internal recruitment agency, Recruit, to provide integrated programmes to support learners to take advantage of related employment opportunities in every vocational curriculum area.
Maintain our good financial health, in particular return an EBITDA in line with government expectations that enables investment in college resources.	Maintain our good financial health, in particular return an EBITDA in line with government expectations that enables investment in college resources.
Implement the Carbon Reduction Strategy, working towards a net zero target, and continue to follow the Climate Action Roadmap for FE Colleges.	Implement the Carbon Reduction Strategy, working towards a net zero target, and continue to follow the Climate Action Roadmap for FE Colleges.
Develop a new MIS system for launch in time for main enrolment in 2028.	Successfully implement and use a new MIS system.
Address workload of staff to protect wellbeing and work/life balance.	Address workload of staff to protect wellbeing and work/life balance.

THE ASPIRE CURRICULUM



AMBITION

The college will be clear that every course is simply a stepping stone onto the next stage of a student's career.

We will constantly and consistently support the value of achieving the highest grade possible, and will encourage our partners, particularly employers and universities, to do the same.

We will strive to understand and meet the needs of every student so that no teachers or specialists feel obliged to set lower targets for those in disadvantaged groups.



SUCCESS IN LIFE

The college will support students in acquiring good habits for learning and for future employment. These will be appropriate to the level of study and the next stage of learning.

We will show our students that we believe in them and their ability to succeed in life.

We will encourage and support every student in improving their maths and English skills.



PLANNING

Each course will be constructed so that skills, knowledge and attributes will build up coherently, logically and progressively.

Whilst allowing students to choose their own path, every course will have at least one clear progression route mapped to it with students supported to progress.

The classroom-based curriculum will provide high-quality preparation for progression onto an apprenticeship.

The curriculum will provide progression from one level to the next, including from FE into HE.

Our subcontractors will be incentivised to ensure that their students progress onto purposeful learning at a higher level, including college courses whenever appropriate.



INDIVIDUAL NEEDS

We will consider the needs of all disadvantaged groups in designing and delivering our curriculum, and in providing support.

To ensure that all students can fully access the curriculum, we will train teaching and support staff to meet the needs of our most vulnerable students, including those with learning difficulties/disabilities, those who may have suffered early childhood trauma, and those who may have struggled to engage in formal secondary education.

We will identify the most able students in every group and encourage them to aim high, broaden their learning, and achieve great outcomes which align with their potential and their aspirations.

We will respond to students who disengage from their learning by first seeking to understand and then work with them to adjust our approach and provide support, whilst maintaining the high expectations enabling them to thrive.



RELEVANCE

We will develop partnerships with local, regional and national employers to enable them to contribute fully to the design and delivery of courses across the college curriculum.

We will use our resources effectively to understand the nature of the future jobs market in order to best prepare and advise our students for prosperous futures.

We will use the talents of our teachers and the resources at our disposal to develop talented employees who will support their employers to compete in a changing and technological context.

We will help every student to find something they're good at, to build their self-confidence and self-esteem and to enable them to thrive.

EXCELLENCE

We will empower our staff to be creative in their practice in order to provide students with a high-quality learning experience, wherever and whatever they are studying.

We will empower our staff to take control of their own professional development by sharing their professional practice expertise with colleagues.

We will empower our students to shape their own development through flexible use of the study programme, enrichment and employer engagement.

EMPOWERMENT

We will embolden our staff to be creative in their practice in order to provide students with a high-quality learning experience, wherever and whatever they are studying.

We will encourage our staff to share their successes and areas for development with colleagues in order to learn as much from one another as we can.

We will use our deep dives to identify the best practice and use this to support those whose performance may not yet be at that level.

LIVING OUR VALUES TO ACHIEVE OUR VISION

	RESPECT	INTEGRITY	COLLABORATION
LEADERS	Treat every member of staff as they would wish to be treated. Remember to say 'please' and 'thank you'. Listen hard to other members of staff and consider carefully what is said.	Make decisions fairly and, as far as possible, in an open and transparent way. Tell the truth. Always share information on college performance as openly as possible. Face up to difficult decisions in the interests of the college.	Communicate effectively, regularly and routinely so that everyone feels able to contribute fully. Share successes and frustrations so that we can all learn together.
ALL STAFF	Treat every member of staff as they would wish to be treated. Remember to say 'please' and 'thank you'. Listen hard to other members of staff and consider carefully what is said.	Admit when we don't know. Always act in the interests of the college.	We share achievements that we are proud of and are willing to take time to help others follow in our wake. We work together in a constructive and compromising spirit to improve the experience and outcomes of our students We read communications within the college and seek to play the best part we can in the college's success.
STUDENTS	Value your teachers and other staff – they work hard to help you succeed. Be aware of the impact, positive and negative, of your actions on your fellow students.	Admit when you don't know. Do your best.	Share your knowledge, skills and understanding with other students. Make the most of opportunities to get involved with college life beyond your course.



AMBITION

Set high expectations for the college, themselves and their teams.

Stretch and challenge ourselves, our students and our teams.

Demonstrate a strong belief that we can achieve great things together.

Find positives out of adversity.

Share positive stories of achievement.

Encourage your teams to share strengths, interests and development needs, and we will try to support them.

COMPASSION

Commit to the notion that staff and students who love their work, who feel empowered, understood and valued will perform better.

Be respectful, maintain professional boundaries, care for each other, and respect everyone as individuals.

Recognise when colleagues are having a bad day and act accordingly.

Provide appropriate, effective support to help colleagues perform at their full potential.

Consider the impact of our words and actions on others carefully.

Students, communities and colleagues at the centre of everything we do.

Set high expectations for themselves and the students they work with.

Stretch and challenge ourselves, our students and our teams.

Take yourself out of your comfort zone and try something new.

Demonstrate a strong belief that students can fulfil their potential, which may be greater than the students themselves can imagine.

Help students see positives in every situation, even where it feels like a knock back.

Celebrate every student's successes, even where they might be small.

Seek to understand your colleagues and to value their contribution to our college.

Be respectful, maintain professional boundaries, care for each other, and respect everyone as individuals.

Recognise when colleagues or students are having a bad day and act accordingly.

Provide appropriate, effective support to help colleagues and students perform at their full potential.

Consider the impact of our words and actions on others carefully.

Students, communities and colleagues at the centre of everything we do.

Believe that you can succeed on every aspect of your course, and be ambitious for your future and for your achievement at college.

Create a dream or ambition and imagine how you'll feel when it comes true.

Respect yourself by working hard, do your best every day, and take yourself out of your comfort zone.

Treat every mistake as a chance to learn and improve.

Seek to understand your fellow students and to help them enjoy their time at college.

Recognise when others are having a bad day and act accordingly.

Be kind and considerate to others around you, staff and students.

Consider the impact of our words and actions on others carefully.


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West Nottinghamshire College

0808 100 3626

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