

# OUR 2020 TO 2024 STRATEGY



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**BEST  
COLLEGE**  
IN HAMPSHIRE  
FOR STUDENT  
ACHIEVEMENT

# INTRODUCTION

**Eastleigh College is a leading technical and professional college in the UK, and this strategy sets out our ambitious vision for the College's future. Whether adult, school leaver or apprentice all learners thrive at Eastleigh College. Our teaching, learning and assessment is delivered by well qualified sector specialists supported by learner and business support colleagues who are experts in their field. Our two campuses provide learners with the industry standard environment they can expect to find in the workplace. Our reputation is such that the College has extensive and mature local, regional and national partnerships with many employers. Many of our regional employer partners across South Hampshire and the Solent region depend on us for their ongoing training, updating, certification and licensing needs.**

Eastleigh College was graded 'Good' at our last Ofsted inspection in 2018 and our strategy is underpinned by the expectation that excellence is both enabled and expected in all that we do. Our residential provision, College House, is inspected as a residential care home every three to four years and has been Ofsted 'Outstanding' on each inspection since 2008 with the most recent outstanding inspection in 2019. The College's last QAA Inspection for Higher Education was in October 2017. This resulted in the best possible outcome of full confidence in both academic standards and academic experience. In addition to recording the best 2018/19 student achievement for all colleges in Hampshire, the College has also won or been recognised for numerous national and regional awards that include the Association of Colleges Beacon Awards, Pearson National Teaching Awards, National Apprenticeship Awards, and the Times Education Supplement Awards.

In addition to growth, excellence and sustainability our strategy also sets out a strong commitment to collaborate with organisations both within and beyond our sector. We are very proud of our employer partnerships and we work with well over 1,000 different employers in our region. Our strategic partnership with the University of Portsmouth continues to go from strength to strength as we are both committed to further increasing the number of South Hampshire and Solent residents who are qualified at level 4 and above. Our work with the University Hospital Southampton NHS Foundation Trust has seen the College train many staff members with essential English and maths skills, in addition our innovative healthcare programme for 16-18 year olds is a unique opportunity for the region's young adults. Working with Hampshire County Council, HSDC (Havant and South Downs College), and St Vincent College we have successfully launched two of the first four SEND Employability Hubs.

While not directly referenced our strategy has also been carefully considered against the global coronavirus pandemic. In response to the pandemic and aligned to our strategy the College identified a number of commitments as to how we can contribute to, lead and proactively collaborate to serve communities and employers during the immediate Covid-19 recovery in 2020/21. Our commitments received strong support from stakeholders and Eastleigh College's 2020/21 Covid-19 'Bounce Back' pledge was published in July 2020.



**Jon Sendell,**  
Chair of Governors,  
Director



**Paul Cox,**  
Chief Executive  
& Principal, Director



# OUR VISION

By 2024 be the first choice technical and professional college for learners, employers and staff across the Solent and South Hampshire



# OUR MISSION

Successful careers, business prosperity and strong communities through excellence and opportunity in technical and professional education, training and apprenticeships



# OUR SPECIALISMS

1. Construction and building services
2. Health, science, care and public services
3. Business, customer service, administration, human resources, finance and law
4. Education, training and careers
5. Supported learning
6. English, English as a second language and maths
7. Digital skills
8. Community learning
9. Access and higher education
10. Blended online learning



# OUR VALUES

**Respectful** – polite, tolerant, honest, friendly, supportive

**Professional** – punctual, prepared, lead by example, meet deadlines

**Ambitious** – aim high, be your best, exceed targets, be inquisitive

**Resilient** – commit, be determined, keep going however hard it gets, manage own wellbeing





# OUR 2020 TO 2024 STRATEGIC PRIORITIES

## Sustainability and Direct Delivery Growth



- 1.1** Financially reshape to maximise the contribution of gross income through direct delivery growth
- 1.2** Reduce the embedded reliance on subcontracting and where consolidating national provision ensure that high standards are maintained
- 1.3** Relentlessly identify and eliminate non-essential workload to realise efficiencies, and further enhance the staff experience
- 1.4** Be merger, acquisition and group structure prepared by positioning the College as the first choice technical and professional learner hub in the Solent and South Hampshire
- 1.5** Pursue a sustainability first agenda with regards to estates, premises, procurement and ways of working

## High Standards and an Expectation of Excellence



- 2.1** To have continuous improvement, high quality, and sustained excellence
- 2.2** Further embed the workplace values to drive consistently high standards and expectation across the College, and communities served
- 2.3** Be sector leading in staff, learner and employer satisfaction

## Reputation and Brand



- 3.1** Assertively and innovatively brand and market the College focusing on opportunity, excellence and the College values through internal and external channels
- 3.2** To ensure the offer meets the needs of local and regional individuals, communities and employers by rigorously reviewing the college portfolio to enter new markets and retire provision where no longer required
- 3.3** Achieve, recognise and celebrate College, staff and learner success

## Forward Scanning



- 4.1** Proactively collaborate, further strengthen existing partnerships and maximise all memberships
- 4.2** Enable staff to innovate by establishing a remission pool to enable approved projects to be pursued and developed
- 4.3** Build and invest in a talent development model to enable colleagues to achieve their career goals whether within or beyond the College
- 4.4** Pursue and restlessly refine the ambitious digital strategy focused on the 'classroom' and 'office'