

2009-2014



A summary of our Strategic Development Plan



Introduction

Our goal by 2014...

By 2014, Northampton College will be one of the best colleges in the East Midlands. At the heart of our strategy is the belief that only the best is good enough for our learners. This will drive us to increasing our success rates above national benchmarks and to maintain consistently excellent standards of teaching and learning, supported by effective professional development. Our goal is to be judged as outstanding by Ofsted and to have gained and successfully maintained the Government's Training Quality Standard as a result of feedback from employers delighted with the exemplary value the College will have added to their workforce and their business.

The Plan 2009/14 in context

The College is operating against a background of national and local economic recession and anticipates a period of constrained public expenditure. Funding for 16-18 education appears protected but there is likely to be continuing instability in terms of funding available for adult education and training. Changes to government policy are inevitable particularly in view of the General Election expected during 2010. In addition, the year ahead will see the demise of the LSC and the inception of the Skills Funding Agency which will channel funding for adults. Funding for those aged 16-18 will return to the local authority. The College will also build relationships with the new National Apprenticeships Service and follow the lead of two government ministries, the Dept for Children, Schools and Families and the Dept for Business, Innovation and Skills.

The College aims to negotiate this anticipated period of instability by making best use of partnership relationships within the Northamptonshire FE Federation, the Local Strategic Partnership and through its links to the Chamber and other economic bodies.

In addition, significant changes to the way qualifications are accredited in the new Qualifications Credit Framework will positively affect our ability to meet the individual needs of learners.

The College anticipates and is planning for growth in the light of a Government Policy change which will keep young people in learning up to the age of 18. Potential growth will be met through the newly built college buildings due for completion by 2011 and through partnership arrangements with local schools in delivering, for example, the new Diplomas.

Northamptonshire continues to expect significant growth in housing and is committed to supporting the needs of growing communities in the south and west of the County particularly in Daventry and Northampton. The County is committed to attracting employers which are able to offer high value, high skill opportunities with the consequence of improving the level of skills and qualifications in the local workforce.

Northampton plans to re-model itself with a view to gaining City status which will include the re-development of the Town Centre and its environs, in which the College will play a part through the conclusion of its £85 million development of new learning facilities at Booth Lane and Lower Mounts.



College Mission, Vision, Values

Mission

Northampton College's mission is to provide our community with the opportunity to develop through learning.

Vision

As an inclusive general further education college, to serve its learners by:

- Identifying and focusing on key strands of provision
- Providing the highest quality learning experiences
- Employing new technologies to underpin learning
- Working closely with employers and others to meet the needs of the economy
- Working in the local community to widen participation in learning
- Promoting partnerships that deliver responsive and coherent learning provision

Values

- Respecting and helping each other
- Engaging people through teaching with expertise and enthusiasm
- Developing people through learning
- Bringing out the best in each other
- Playing a positive role in our community

Our strategic priorities

- We will develop our workforce to deliver the highest standards of teaching and learning across all age groups and all levels.
- We will completely re-build our main site at Booth Lane and add a new building at Lower Mounts. We will work towards a single, integral facility for the Daventry Learning Partnership in Daventry.
- We will be judged 'Outstanding' by Ofsted in the 2013 inspection.



- We will develop the Business Centre as the premier provider of workplace NVQs and Apprenticeships in Northamptonshire.
- We will ensure that the College consolidates and increases the amount of its funding to provide programmes for adults.
- We will develop and improve our offer for those aged 14-19 around existing qualifications and Diplomas in conjunction with schools and other colleges, to maintain a robust offering during the transition to a new Local Authority funding regime.
- We will improve our links with the local community, particularly through participation in regeneration projects and the inception of a Community Forum.
- We will develop the College's commercial activity to achieve a turnover of £1m by 2010 and £2m by 2014.

What will success look like?

Our success will be based on maintaining;

- An outstanding teaching and assessing workforce
- A positive and motivated workforce
- A proactive and responsive approach to change
- A focused approach to challenges
- Flexible capacity to adapt to new opportunities
- Robust processes for setting targets and monitoring performance

We are eager to embrace the opportunities we have identified in;

- Our new build projects in Northampton
- Our membership of The Daventry Learning Partnership
- Growth in government funding and training entitlements
- New opportunities with Job Centre Plus for helping tackle the recession and unemployment



- Professional development for teachers, trainers and assessors
- Our approach to quality improvement
- Growth in our catchment areas
- The Diploma (to boost our Level 3 offer)
- A dedicated Business Centre for employers
- The new Federation of Northamptonshire FE colleges
- The National Apprenticeship Service (NAS)
- The re-structure of qualifications in line with the Qualifications Credit Framework
- Our network with regional peer colleges

We are mindful of the threats that could undermine us;

- The advent of the Skills Funding Agency for adult programmes
- Changes in local policy following the transfer of 16-19 funding to local authorities
- The transition period during the work to complete our new buildings programme
- The Diploma (we may lose some Level 1/2 work to schools)
- A lack of flexibility to respond to new funding streams
- Changes in Government policy
- The ongoing impact of recession and other market forces such as competition

Our competitive advantage

- First-class learning accommodation and resources in Northampton by 2012
- Wide range of provision, particularly for those aged 14 - 19
- Increasingly good reputation for helping employers
- Economies of scale which enable efficient and effective delivery
- Access to Government resources via the LSC and ESF
- Good support systems for learners
- Excellent relationships with partners
- Staff expertise



What the College offers...

Our overall aim is;

- To strive to ensure that all provision is of high quality and that success rates improve to higher than average levels.
- To be innovative, flexible and responsive in designing and providing learning and training in response to market opportunities. In doing so, we will consult with and involve learners, parents, community representatives and employers.
- To continue to ensure that Equality and Diversity policies are practised throughout all areas of the curriculum, raising learners' awareness of other cultures and beliefs, celebrating their differences and providing better understanding of the multicultural society in which they live.
- To ensure provision is delivered to the highest standards in accordance with quality procedures.

For those aged 14 -16, we aim to;

- Continue delivering to school-based learners and to respond appropriately to requests to offer provision for discreet groups of learners aged under 16 but not in school.
- Support the development and delivery of Diplomas through access to specialist facilities and curriculum and staff development.
- Continue providing vocational curriculum opportunities, preferably with access to accreditations and qualifications, to school-aged pupils through partnerships and through progression pathways in appropriate locations.

For those aged 16 -19 we aim to;

- Continue to improve the quality of teaching and learning.
- Develop our portfolio by ensuring that appropriate progression opportunities are provided in all curriculum areas. This will include development of curriculum at the Foundation Learning Tier.
- Respond to demand, in partnership with schools and other providers, for Diplomas at Levels 1-3.
- Continue to provide training for vocational and occupational qualifications for which there is accreditation, demand and a fit with quality, standards and mission.
- Increase the number of learners on Apprenticeships to support the achievement of local and national participation targets.
- Implement the Functional Skills Strategy.

For adults in the community we aim to;

- Review the range and levels of qualifications available to adult learners, ensuring that, over a three year period, all qualifications fall within the new Qualifications Credit Framework.
- Respond to opportunities to validate and accredit programmes of learning in conjunction with partners and to meet local and regional need.
- Provide enhanced guidance services to provide an excellent service for learners constructing their individual learning pathways.



- Engage with community groups and deliver a range of programmes within available resources in response to demand particularly in response to areas of regeneration.
- Work with the LSC to pilot the introduction of Skills Accounts which will, by 2015, be the main channel for government-funding that adults are able to access.
- Improve links with our local communities in order to embrace and celebrate their diversity and thereby enrich the lives of our learners, staff and the people who live in the College's catchment area.
- Respond to opportunities for training for those seeking to re-train or further develop their potential within employment.
- Work closely with Job Centre Plus and other providers to meet the training needs of unemployed people.
- Continue working in close partnership with the University of Northampton offering a range of HE qualifications including Foundation Degrees for those at work.

For employers we will;

- Continue to offer a full service to employers to help them devise appropriate training packages and access government funding through the Train to Gain programme for NVQs, and the Apprenticeships programme, where appropriate.
- Increase the range of programmes available through the Business Centre with the development of Vocationally-Related Qualifications (VRQs) and commercial activity.
- Set and meet targets related to commercially-costed learning and consultancy programmes.

The Strategic aims of the College will be supported by;

- Effective marketing and communications to help maintain the positive reputation of the organisation
- An effective Sales Strategy
- A robust strategy for initial advice and guidance (IAG) in liaison with the new Adult Advice & Careers Service.
- The effective provision of a full range of Learner Support services
- The effective provision of Additional Support for learners with learning difficulties and disabilities
- Adequate and sustainable resources and facilities to assist with learning
- The delivery of the new buildings outlined in the Property Strategy
- The delivery of an effective HR Strategy which recruits the best people and helps them develop
- A robust Financial Strategy
- An accurate and informative Management Information System
- A Single Equalities Scheme which will promote and embed diversity in all aspects of the organisation
- An innovative process for quality improvement



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**Northampton College
at Booth Lane**

Booth Lane,
Northampton,
NN3 3RF

**Northampton College
at Daventry**

Badby Road West,
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NN11 4HJ

**Northampton College
at Lower Mounts**

Lower Mounts,
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**Northampton College
Business Centre**

Anglia Way
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