Shaping the future together

Our strategy 2026-2031



Northampton College

Your Future. Shaped Together.

Our purpose:

“Unleashing potential, unleashing Northamptonshire”

Made in Northamptonshire, flourishing around the world.

We strive to unlock the potential in every student who walks through our doors. In doing so, we help drive the growth, prosperity and ambition of Northamptonshire itself. When our students succeed, our community succeeds.



Our values - how we work:

- **Our students, front and centre**
  Every decision starts with what is best for the students we serve.
- **We make a difference together**
  Meaningful positive impact in our students’ lives, our community and our county.
- **We try to be better every day**
  Continuous improvement is a habit, not a project. We reflect, learn and adapt.
- **We own it, we deal with it**
  Accountability over blame. We take responsibility, work together and solve problems.
- **We do it with kindness and respect**
  We treat everyone with dignity. We value our differences as a source of our strength. Honesty and compassion go hand in hand.
- **We have fun, we love what we do**
  Joy and fulfilment in our work matter. Positivity is contagious. A great college should feel like one.

These are not words on a wall. They are our expectations of ourselves and each other, every day.





Our Strategy:

Four interconnected priorities will shape our focus, decisions and investments over the next five years. Each has a signature commitment – a tangible, testable project that will demonstrate real progress and impact.

To achieve our priorities, we will continue to build on our existing strengths.

Our Priorities

1. **Exceptional learning for everyone. Every day.**
2. **Great people + great vibe = great performance.**
3. **Northamptonshire's College, Northamptonshire's success.**
4. **Future ready: digital, sustainable, innovative.**

1. Exceptional learning for everyone. Every day.

What this means:

This is about the individual student experience from first contact to final destination. We will build a college where every student, regardless of background, starting point, or personal circumstance, can access the right support at the right time and progress to exceptional outcomes. We will help those further away from education or work to get on track.



What we will do:

- Deliver exceptional teaching and learning, exceptional skills and enable exceptional careers.
- Provide a rich, inclusive student journey where they aim high, succeed and excel to become well-prepared for work and life.
- Celebrate diversity, strengthen belonging and open up opportunities that provide rewarding pathways for all our students.
- Provide personalised support, challenge and intervention that build resilience, independence and personal growth.

Signature commitment: *We will identify and remove barriers for our students to open up opportunities for all to succeed, progress and thrive.*

2. Great people + great vibe = great performance.

What this means:

A great college needs great people who feel valued, challenged and supported. This priority is about building an organisational culture where high performance is the norm, where honest feedback is welcomed and where working at Northampton College is something people are proud of. The "vibe" is not a soft concept – it is the lived experience of coming to work every day.



What we will do:

- Enhance our high performance culture together by living our values.
- Strengthen staff skills by providing inspiring training and encouraging personal reflection and development.
- Build rich and sustainable employee careers by increasing staff retention and spotting and developing our talented people.
- Own and improve our collective wellbeing: build our resilience; achieve our potential; secure positive impact.

Signature commitment: *Embed a positive cycle of reflection, feedback and improvement that enables all our people to thrive, enjoy their work and deliver.*

3. Northamptonshire's College, Northamptonshire's success.

What this means:

Northampton College is not just in Northamptonshire – it is for Northamptonshire. We are the county's skills engine. Our role is to understand what the local economy needs, anticipate where it is heading and equip students with the skills and confidence to drive its growth.

What we will do:

- Be Northamptonshire's skills engine and community anchor institution, with a strong reputation based on our impact.
- Harness Northamptonshire's potential together through productive partnerships with employers, community organisations, educators and civic partners.
- Deliver a transformational curriculum shaped by employers, supporting growth and propelling students into great lives and careers.
- Introduce community action projects so our students put their learning into practice and add value to our communities.

Signature commitment: *We will involve employers in every curriculum so that all our students are equipped with the skills they need for successful careers.*



4. Future ready: digital, sustainable, innovative.

What this means:

The world our students are entering is digital and must be sustainable. This priority has two dimensions: preparing students for that world through the curriculum and modernising the College itself so it operates efficiently, sustainably and as a model of the practices we teach.

What we will do:

- Equip students with the digital, AI and sustainability skills they will need through an agile, technology-led curriculum.
- Use new digital technologies to create a future-facing learning experience and an efficient college that delivers more for its students.
- Embed sustainability into our estates and curriculum, ensuring we protect our environment now and for the future.
- Innovate in teaching and the way we work to unlock student potential and create a more agile, future-ready college.

Signature commitment: *We will create a digitally enabled college and curriculum, equipping all with the next-gen skills they need to succeed.*



To achieve our priorities, we will continue to build on our existing strengths:

Aiming higher

We benchmark ourselves against and learn from the best. We set ambitious targets that go beyond minimum standards. Our aspiration is not compliance but excellence - in teaching quality, student skills and success and organisational performance. Together and as individuals, we aim to be better tomorrow than we are today.

Inclusion as default

Inclusion is not a separate initiative - it is the starting point for every decision we make. From curriculum design to recruitment, from estate planning to student support, we ask "who might this exclude?" before we ask anything else. We hold ourselves accountable for closing gaps in participation, experience and success for all protected groups and disadvantaged communities.

Great resources, financial security, value for money

We maintain a financially healthy and resilient college, generating surpluses for reinvestment through embedded value for money. But financial sustainability is not just about the bottom line – more importantly, it is about ensuring every pound we spend delivers visible impact for students, staff and our community. We invest in great resources, modern facilities and the tools our people need to do their best work.

Listening and responding

Progress happens when you listen, learn and grow. We build a culture where feedback is actively sought, genuinely valued and translates into meaningful action. By listening to our students, staff, partners and communities, we continuously improve how we work, learn and serve. We are transparent about what we hear, clear about the changes we make and accountable for the impact of our decisions.

Nurtured in Northamptonshire, flourishing globally

Our roots are in Northamptonshire and, first and foremost, we proudly serve our county. But our ambition extends further. We will continue to benchmark ourselves against the best and ensure our students graduate with the skills, confidence and ambition to succeed in a global labour market.



“To unleash talent, to unleash Northamptonshire.”

This is our commitment for 2026–2031.



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