

Strategic Plan and Corporate Objectives

2020-2030

Moulton
COLLEGE





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passionate organisation
forging a new direction,
focused on meeting the
needs of our students, our
staff, our businesses and
our community.**

Introduction

to our Corporate Strategy



There has never been a better time to be involved with Moulton College as we continue on our journey to excellence.

We are an ambitious, passionate organisation forging a new direction, focused on meeting the needs of our students, our staff, our businesses and our community. We are developing Moulton College into an active partner working with all of our stakeholders to ensure we play our part in the economic success of Northamptonshire and beyond.

The Board of Governors is determined that the College uses our assets to the benefit of our students, our business partners and

the broader community. They aspire to making Moulton College carbon neutral, playing our part to tackle the environmental challenges our society face. Governors also want to ensure that Moulton is recognised as a fantastic place to work and develop in a safe and secure environment, which promotes personal well-being and ambition. The College will meet the needs of our stakeholders and communities and have a direct impact on the local and regional economy.



Moulton is recognised as a fantastic place to work and develop in a safe and secure environment

Mission and Vision



Our mission statement

Providing high quality education and skills development leading to talented, committed industry focussed and career ready students.

Our vision for the future

Moulton College is a specialist, innovative, industry-led technical and vocational College recognised as a market leader in supporting people to access skills and progress into the world of work.



Our proud tradition as an excellent land based provider of education will be retained and enhanced. Alongside this, we will develop a complimentary curriculum that has a strong emphasis on the environment and associated technologies.



Our ambition to become a carbon neutral college will permeate throughout the organisation and be evident in all we do.

- Sustainability will be at the heart of everything we do
- We will become a well-being centre of excellence for both students and staff
- We will promote a safe and healthy environment to learn and work
- Our culture will be people centric and our curriculum growth will focus on future technologies and environmental sustainability



Our programmes will be forward thinking, engaging, and constantly motivate our students to higher levels of attainment



We will deliver facilities, a curriculum, education and training that meets the current and future needs of our stakeholders and facilitates progression to employment.



Our programmes will be inclusive and our processes will allow us to measure the social impact of the College.

Values and Guiding Principles



Moulton College Values

Our values are ambitious, supportive and inclusive. They are determined by the Moulton team.

- Student-centred organisation with ambition and high expectations
- Making a difference to people's lives
- Delivering a high quality service
- Working together positively as a team
- Working with integrity, honesty and openness

Guiding Principles

The Board has set the vision for Moulton College and is committed to delivering through five strategic principles:

- Putting students first
- Providing effective high quality programmes
- Establishing industry credentials that add value to our employers
- Developing collaborative partnerships and relationships that enhance our students
- Protecting and enhancing the environment, becoming sustainable and carbon neutral

Moulton College is striving for excellence and will continue to work in collaboration with others.



Corporate Objectives



Achieving excellence and inspiring success

To provide an exceptional and personalised student experience which prepares every individual with the skills for work, life and success.

Critical success factors

- Student achievement rates will be on or above national average
- Student attendance will be high and above the national average.
- At least 85% of students will progress to positive destinations including employment, apprenticeships and higher/ further education
- All provision will be assessed as good or better by Ofsted by 2022
- All students will have a personalised learning plan that includes goals which are stretching and challenging and reflect high levels of ambition
- Our relevant and inspiring curriculum will enable people to achieve their ambitions
- Significant improvement and impact will be achieved against the Quality Improvement Plan
- Co-develop, co-facilitate and co-deliver T levels and other technical qualifications with industry partners
- Levels of student satisfaction from surveys for teaching and learning will be good or better

Building credibility, relevance and value

To become a provider of choice for our students; committed to meeting the needs of our business community; championing environmental sustainability.

Critical success factors

- Curriculum growth will reflect a strong emphasis on future technologies and environmental sustainability
- Regain our credibility as a leading specialist college where sustainability and environmental management is at the heart
- Apprenticeships will be launched with a new offer which reflects local and regional need
- All students will follow a personalised learning plan designed to meet their needs and those of the world of work
- Growth in employer partnerships and vocational specialisms will directly support local skills needs and priorities
- High levels of engagement as a proactive partner with key decision making and influencing groups will ensure the College makes a significant contribution to the economy
- An increase in the collaborative work with stakeholders including employers, local schools and other providers, will ensure the curriculum is relevant and meets the needs of the future economy

Investing in our people

To recruit and retain a highly skilled, industry centric staff team, motivated to deliver to the highest quality in a culture that promotes trust, accountability and wellbeing for all.

Critical success factors

- We have a culture of excellence and innovation that drives the organisation
- We employ a highly skilled and passionate staff team who are committed to the success of the organisation
- Our motivated staff understand and engage with industry.
- Health and wellbeing is paramount and permeates throughout the organisation
- Staff contributions are recognised and valued
- We work together in a safe and secure environment with a positive approach to our own and others well-being.
- We will respect democracy and individual liberty, recognising the value and contribution each person can make to our College

Focusing on growth

Grow and diversify programmes and income streams cost effectively, in line with employer and community needs through developing collaborative relationships.

Critical success factors

- Exploiting digital and other marketing opportunities to attract new students and markets
- Governors will continue to play an active role in supporting new areas and identifying opportunities for partnership work
- Learning technologies and resources will enhance and inspire the learning experience for students
- LMI will be actively used to inform new opportunities and partnerships
- Implementing a CRM will drive the College's engagement activities and sales strategy
- Working in partnerships with stakeholders we will develop a flexible and employment focussed range of commercial programmes
- The development of a clear value proposition for stakeholders will enable effective stakeholder engagement
- Working together in an ambitious environment with industry standard resources and real working environments to enhance commercial growth





Ensuring long term financial viability

To secure improved operational efficiency whilst managing costs and expenditure to deliver a financially sustainable business model.

Critical success factors

- Robust and challenging recruitment, income and contribution targets will continue to be set, monitored and met for each operational area across the College
- The dashboard for Governors and managers monitors the major risks identified and drives improvements in the areas identified by regulatory organisations and the College's own self-assessment
- Access to information will continuously improve and be used to monitor individual and organisational performance at all levels
- Growth will be supported in priority areas by ensuring high quality learning environments
- Growth will be achieved in commercial plans by 2021/22
- Resources will be reinvested to directly support growth strategies and quality priorities
- Students will be engaged directly with the design and monitoring of services and support that impacts on their learning
- An innovative entrepreneurial culture will be developed with managers owning and being accountable for delivering and improving on agreed targets





HIGHAM FERRERS CAMPUS

Chelveston Road, Higham Ferrers,
Northamptonshire NN10 8HN
Telephone: 01933 354060

MOULTON CAMPUS

West Street, Moulton,
Northamptonshire NN3 7RR
Telephone: 01604 491131