

# **Strategic Plan**

## **2024 – 2027**



THE SIXTH FORM COLLEGES TRUST

# The Sixth Form Colleges Trust - Strategic Plan 2024/27

## INTRODUCTION

The Sixth Form Colleges Trust has been cocreated by The Sixth Form College Colchester and Long Road Sixth Form College as we believe that we will be stronger, more resilient, and creative together. We want to preserve and enhance both colleges for many generations to come. By pooling our resources and experience, our aim is to develop ever more effective strategies to reduce disadvantage and enable every student to thrive. The principle of inclusivity underpins our Trust.

**OUR PURPOSE is:** **Exceptional Education**

**OUR MISSION is:** to create a dynamic, innovative partnership of inclusive sixth form colleges, making a valuable contribution to post-16 learning in the Eastern region and beyond.

**OUR VISION is:** to provide welcoming learning communities that reduce inequalities, foster creativity and independence, enabling every student to identify and pursue their ambitions, equipped with the skills, knowledge and understanding to contribute to the world. Our collaborative culture values diversity, develops and empowers our skilled professionals, invests in staff wellbeing, creating a fulfilling place to work.

## VALUES:

We seek to embed Equity, Diversity and Inclusion in all that we do.

We treat each other with kindness, compassion and respect; listening closely and valuing everyone's contribution.

We act with integrity and transparency, building trusting, collaborative relationships through open, honest communication.

We are courageous in the pursuit of our shared purpose: exceptional education



THE SIXTH FORM COLLEGES TRUST

### 3. STRATEGIC PRIORITIES

1. Enrich the curriculum and extend learning opportunities to provide an exceptional student experience
2. Build open communities of practice that foster collaboration, curiosity and innovation enhancing teaching, learning and support enabling our students to excel
3. Create an inclusive staff community where all are encouraged and valued, ensuring our college academies are fulfilling places to work
4. Maintain strong financial health to sustain vibrant learning environments
5. Reduce our environmental impact, work towards net zero and become more sustainable across all our activities
6. Establish The Sixth Form Colleges Trust as a powerful champion for post-16 learning contributing positively across the region

#### 1. Enrich the curriculum and extend learning opportunities to provide an exceptional student experience

To achieve this, we will:

- 1.1 Create shared opportunities for students to actively strengthen their own wellbeing skills, build self-esteem and resilience and find the purpose that enables them to thrive
- 1.2 Seek to inspire a love of learning, an intellectual curiosity and independent thinking
- 1.3 Amplify the Student Voice, promoting the value of democratic participation and ensuring there is the space for every learner to be heard
- 1.4 Review the curriculum annually to ensure it remains current and provides for a multitude of progression routes contributing to local, national and global skills needs
- 1.5 Build on existing partnerships and develop new relationships with local/regional and national employers and other strategic partners to enable students to link curriculum learning to progression and careers
- 1.6 Equip students with the skills, attitudes, and workplace behaviours to make them strong contenders for high calibre jobs and apprenticeships
- 1.7 Promote social mobility through targeted interventions with disadvantaged groups



## **2. Build open communities of practice that foster collaboration, curiosity and innovation enhancing teaching, learning and support enabling our students to excel**

To achieve this, we will:

- 2.1 Develop a shared quality framework across the Trust
- 2.2 Invest, allocating time and resources, to encourage colleagues through shared staff development activities to collaborate, research together, reflect and hone their practice
- 2.3 Facilitate regular team visits, exchanges and cross-college projects that focus on supporting all learners to succeed
- 2.4 Foster a culture of creativity and innovation in *how* things are done and a willingness to question conventions and established practices
- 2.5 Collaborate to continually review and improve academic and administrative processes utilising existing productivity tools and new technology including AI. Identify missing skillsets and invest in staff training needs
- 2.6 Contribute to national research and engage with reputable partners to develop post -16 learning and support
- 2.7 Invite LGB Governors and Trustees to meet students and staff regularly

## **3. Create an inclusive staff community where all are encouraged and valued, ensuring our member colleges are fulfilling places to work**

To achieve this, we will:

- 3.1 Seek to recruit and retain a diverse, skilled staff community who support a rich curriculum and highly effective support services
- 3.2 Ensure all colleagues, whatever their role, have opportunities to innovate, to develop their skills and confidence and can share their learning across the Trust
- 3.3 Identify and nurture future college leaders and plan for succession
- 3.4 Promote a culture that supports staff wellbeing



#### **4. Maintain strong financial health to sustain vibrant learning environments and fulfil our purpose: exceptional education**

To achieve this, we will:

- 4.1 Set and monitor annual budget objectives and levels of reserves
- 4.2 Develop and review regularly the Estates (including IT infrastructure) and Asset Management plans
- 4.3 Seek to make efficiencies through shared strategic planning, collective procurement and the use of new technologies
- 4.4 Make applications for appropriate grants and other capital funding

#### **5. Reduce our environmental impact, work towards net zero and become more sustainable across all our activities**

To achieve this, we will:

- 5.1 Identify lead(s) for sustainability across the Trust and develop a climate action plan
- 5.2 Educate for carbon literacy, biodiversity and sustainability and raise awareness of the environmental careers ('Green jobs') available
- 5.3 Seek to reduce our collective carbon emissions
- 5.4 Make our estate more energy efficient
- 5.5 Reduce waste and increase recycling

#### **6. Establish The Sixth Form Colleges Trust as a powerful champion for post-16 learning contributing positively across the region**

To achieve this, we will:

- 6.1 Engage proactively with Government at all levels (Local and National)
- 6.2 Participate in and contribute to local and national collaborative partnerships
- 6.3 Join and establish new networks
- 6.4 Seek to grow the Trust through welcoming **cautiously** new post-16 partners who share our mission and values



## 6.5 Develop an Alumni Strategy across the Trust

