

» Strategic Plan

2022 - 2025



» Introduction



Palvinder Singh, Principal and Chief Executive of Kirklees College

Introduction

This document outlines the strategy for Kirklees College. We are all educators, and our strategy is rooted in our desire to shape a better future for all in our community, through excellent teaching and powerful knowledge with a strong social purpose.

We live in a time of unprecedented and complex challenge - a VUCA world –



volatile, uncertain, complex and ambiguous. Many societal challenges impact on our students, staff and community; such as rising living costs, inequality, poverty, mental health, technological advancement and climate change. The future is unrecognisable in terms of anything we could have predicted a few years ago. The impact of these challenges and

how we address them varies greatly. What is clear is that we cannot develop a future strategy without the context of our external environment.

Kirklees College, as an anchor organisation working with local communities and partners, has a pivotal role to play in delivering positive change to people's lives. The strategy outlined in this document will

guide us to achieve the best possible outcomes for our students, staff and community. It will also help us ensure a thriving college for future generations.

Our strategy will help us align our activities for maximum effect and allow everyone to see how their contribution makes a difference.



»» Our Mission

*Creating opportunities,
changing lives*

Our Mission is what we stand for. It's for the long term, our guiding star, and expresses our purpose and reason for being.

»» Our Vision

A college at the heart of its community providing inspirational teaching and ensuring curriculum is developed with employers, enabling all students to progress.

Our vision is the picture of what we aspire to be. It creates meaning for our existence and helps us align activities.

- A college that takes students from all walks of life and at all ages and, by providing a brilliantly enriched education, helps each individual realise their potential to flourish as an effective working citizen who contributes to the economy and to their community as a whole.
- A college that is forward thinking in its approach to teaching and learning, aspirational in its approach to delivery, open to new ideas and collaboration, ahead of the curve, and held up as an example of best practice.
- A college that reflects the demands of the employer market, is the first port of call for industry, regularly sees its students snapped up by employers and universities, and has an enviable reputation that makes it the first choice destination for thousands of students every year.

» KC Community





Kirklees College Community

If our college is to thrive, we need to reflect the communities we serve.

- We will provide equal opportunities to excel to students and staff from all backgrounds.
- We will enrich our curriculum by working in partnership with stakeholder employers.
- We will create a collaborative and supportive environment and will recognise and reward excellence in teaching, teamwork, outreach and enrichment.
- We will ensure all staff feel recognised and part of Kirklees College Community.
- We will empower students to be equal partners in our success.
- We will play an important role in the West Yorkshire region, reflecting its rich diversity.

»» Our Values





Our students, staff and stakeholders have worked together to help define our college values, which epitomise “how we do things”. They are not just words but firm commitments that underpin our culture and beliefs.



Kindness

An honest and compassionate approach to ourselves, our people and our environment.

- Embrace a spirit of appreciation and helpfulness
- Be respectful and considerate to our Kirklees College Community
- Speak the truth with courage and professionalism



Unity

A shared purpose across our Kirklees College Community.

- Collaborate for the common good and celebrate success
- Establish positive trusting relationships
- Build connections to share our ideas, information and knowledge



Excellence

A culture of high aspiration, expectation and success.

- Take ownership and be ambitious
- Encourage determination and innovation in others
- Always seek to develop and improve

» Strategic Goals

2022 - 2025



These are the big ticket items we need to make progress on by 2025 to deliver our vision. None can be achieved by any small group of individuals, they all need unified and concerted effort from everyone in college – everyone, everyday ensuring what they do is aligned to the strategy.



People:

- An excellent culture in which to work and learn.
- A dynamic interconnected digital learning experience.

Performance:

- A fantastic student learning experience with great outcomes.
- Strong, sustainable financial performance.

Position:

- Recognised by employers and students as the provider of choice in Kirklees for higher technical skills.
- Every centre demonstrates strong civic responsibility.
- We play an influential role in combating climate emergency.

» Strategic Priorities

2022 - 2023



Our Strategic Priorities are what we will achieve in 2022/2023. Led by our Senior Leadership Team and monitored by a link governor. These Strategic Priorities coupled with ensuring the everyday running of the college will enable our success.



- Everyone understands the value of a restorative, anti-racist and trauma aware college.
- Maximising destination outcomes for all students.
- Detailed understanding of carbon footprint.
- Develop a centre (campus) place based curriculum strategy.
- Create inclusive communities of excellent learning and teaching with a focus on digital.
- Establish key delivery relationship mapping.
- Develop a marketing strategy for student recruitment growth.

» We are KC Community







www.kirkleescollege.ac.uk

Established in 1825