



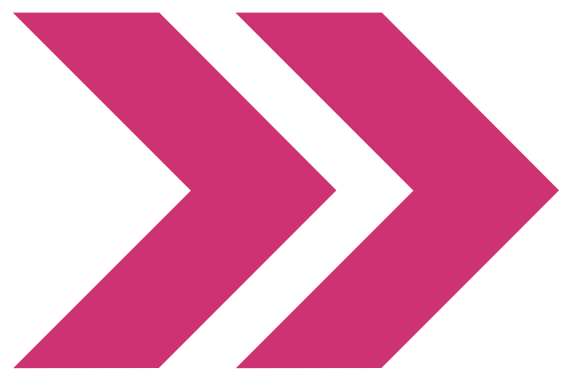
KIRKLEES
COLLEGE

CREATING OPPORTUNITIES
CHANGING LIVES



STRATEGIC PLAN 2025-2030





"In a world of uncertainty, we choose purpose."



Palvinder Singh
CEO and Principal

We are living through complex, fast-moving, and often unpredictable times of change. It's a VUCA world: volatile, uncertain, complex and ambiguous. Whether it's the rising cost of living, growing inequality, the pace of technological advancement, mental health pressures or the climate crisis, these challenges affect our students, our staff and the communities we serve.

At Kirklees College, we believe education has the power to respond to these challenges with strength, creativity and care. Since 1825, we've been a vital part of Huddersfield, Dewsbury, Batley and the wider region. As an anchor institution, our role is not only to deliver learning but to shape opportunity, build resilience and foster hope.

We are all educators. And our strategy for 2025-2030 is rooted in the belief that by creating opportunities, we change lives and by doing so, we strengthen our communities for generations to come.

This is a values-driven college where kindness, unity and excellence guide everything we do. A place where every student, every colleague and every partner is empowered to grow and where everyone can see how their contribution makes a difference.

This is Kirklees College. This is our shared future.



KC COMMUNITY

Our strength lies in our diversity and our deep connection to the communities we serve.

✓ We offer equal opportunities for students and staff from all backgrounds to thrive

✓ Our curriculum is shaped in partnership with employers to meet real-world needs

✓ We nurture a supportive culture that values teamwork, outreach and enrichment

✓ Staff are recognised and celebrated as vital members of the KC Community

✓ Students are not just learners – they are active partners in our success

✓ We embrace trauma-informed, restorative practice to support growth and inclusion

✓ We are proud to reflect the rich diversity of West Yorkshire

Supporting over
4,000
young people aged 16-18

Educating more than
9,000
adults

Working
with over
1,500
apprentices

Employing nearly
1,000
talented and dedicated staff



KC COMMUNITY



OUR PROGRESS



Since launching our last Strategic Plan in 2022, we've made bold strides in delivering on our commitments. Here are some of the achievements we are proud to share.

OUR PEOPLE

Trauma-informed, restorative practice has been embedded across our teaching since 2022, creating safer, more responsive learning environments.

We launched our Digital Innovation Hub in 2023 – a collaborative space where staff explore AI and digital tools through hands-on learning.

In 2025, 90% of our staff completed our annual survey – and 94% said they were proud to work at Kirklees College, up from 80%. This speaks volumes about our shared culture and commitment.

OUR PERFORMANCE

In 2023, Ofsted rated Kirklees College "Good" across all categories – a testament to our collective efforts to raise standards and deliver quality learning experiences.

A significant improvement in overall student achievement rates – from being the lowest for general FE colleges in West Yorkshire – to being the highest for 2023/24.

Financial oversight from the Department for Education has ceased following a period of intervention and the college's continuing financial improvement resulted in a confirmed Financial Health grade of "Outstanding" for 2023/24.

OUR PLACE

In 2023, we opened a new multi-million pounds Animal Centre, giving students hands-on access to industry-standard facilities.

Solar panels were installed across the estate in 2023, advancing our sustainability goals and reducing our carbon footprint.

In 2025, we launched the Groundworks Skills Operator Hub - the first of its kind in the North of England – helping close vital skills gaps in construction and green infrastructures.



MISSION

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



CREATING
OPPORTUNITIES

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LIVES



VISION

A college at the heart of its community, embodying teaching excellence 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.

First and foremost, 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 in demand from employers and universities and has an enviable reputation that makes it the first-choice destination for thousands of students every year.



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



These are the big-ticket items we need to make progress on by 2025-2030 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.



Our People:

- ✓ An excellent culture in which to work and learn
- ✓ A dynamic digital experience for learning, teaching and support

Our Performance:

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

Our Place:

- ✓ The provider of choice for employers and students in Kirklees for technical skills
- ✓ Strong civic responsibility focused on lifelong learning and inclusion
- ✓ Climate action integrated with sustainable development



2025-2030

STRATEGIC PRIORITIES



Our Strategic Priorities are what we will achieve in 2025/2026. Led by our Executive Leadership Team and monitored by a governor link. These Strategic Priorities, coupled with ensuring the everyday running of the college, will enable our success.

- ✓ Develop restorative leadership skills for middle management
- ✓ Respond to education inspection framework reforms
- ✓ Improve timely achievement rates for apprenticeships
- ✓ Improve the progress students make in English and Maths
- ✓ Review, and implement a plan for, business efficiency
- ✓ Develop adult learning provision alongside regional priority areas
- ✓ Expand sustainable development initiatives across the college, its curriculum and operations

2025-2026



www.kirkleescollege.ac.uk



WE ARE KC COMMUNITY

Established in 1825



KIRKLEES
COLLEGE

