



Buckinghamshire  
College Group

# Beyond Ambition

Strategic Plan 2023 - 2028



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# Forward

## Welcome to Buckinghamshire College Group's new strategic plan to take us through to 2028

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Welcome to the Buckinghamshire College Group's new strategic plan to take us through to 2028. The environment within which we operate is changing rapidly driven by changing future skills needs, sectoral financial challenges and technological advancements. We intend therefore for this strategic plan to act as a framework to shape and drive our focus and priorities whilst remaining agile and responsive to our environment.

The plan 'Beyond Ambition' sets out our vision, goals and values for the future and has been developed following extensive consultation with our staff, students, employers and other key stakeholders. We are a values driven organisation with student success and collaboration at the heart of what we do. Our reputation is important to us, and this plan sets out our ambition to be at the forefront of technical, vocational and professional skills education and training in Buckinghamshire, delivering for our local community and beyond.

As a College, we have been through a substantial period of change including the merger between Aylesbury College and Amersham and Wycombe College and the Covid 19 pandemic. This plan looks to the future, with a renewed optimism about the profile and value of technical and vocational skills-based education and the impact that our united college community can have to address important challenges faced by the region's employers and communities. The next five years will be exciting for Buckinghamshire College Group as we open a state of the art campus right in the heart of High Wycombe contributing to the regeneration of the area and ensuring highly accessible technical and vocational skills provision across the south of the county.

Buckinghamshire College Group thrives through its people and is a fantastic place to learn and work. We want to build on our successes to date and develop a vibrant college community that genuinely transforms lives across Buckinghamshire and beyond.

We look forward to working with staff, students and stakeholders to achieve this strategic plan and go 'beyond ambition' creating a bright and sustainable future.



Jenny Craig  
Principal & CEO



Martin Tugwell  
Chair of Governors





# Buckinghamshire College Group at a Glance

16-19 Learners

2600

Adult Learners

2500

Apprentices

450

Student age demographic  
15-85

550 Staff

Employers we work with  
over 1000

Industry sectors we serve  
over 25

Community partners we work with  
over 100



# Achievements


Against previous Strategic Plan



Ofsted 'Good' rating achieved

Growth in the number of 16-18 apprentices


5%



Good financial health grade



Satisfaction:

	Student	Staff	Employer
	85%	92%	86%

GCSE English and Maths high grades (Grades 4–9) improved by 9.8pp over the life of the strategic plan



£2M

Invested in campus developments

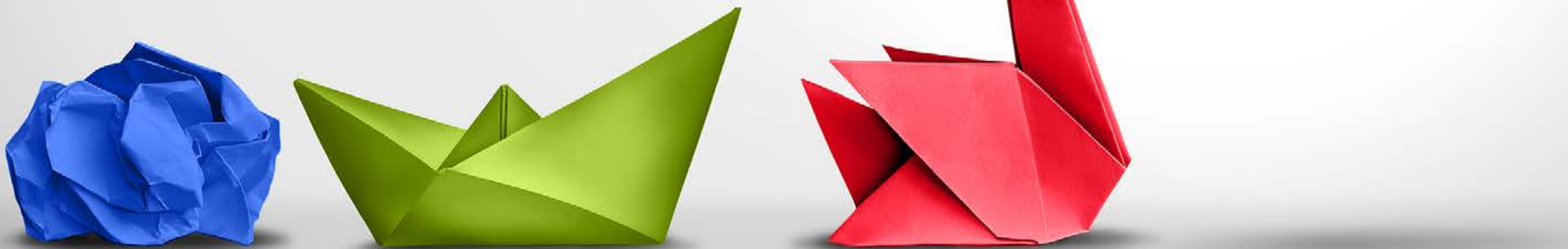


92%

of 16-19 classroom based students have a **positive** destination

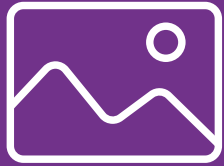


Buckinghamshire  
College Group's  
mission is to...  
*'transform futures  
through learning'*



# Vision & Values

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## Our Vision

We deliver excellence in employer focused, technical, vocational and professional education improving life chances for individuals and supporting communities throughout Buckinghamshire and beyond to realise their career ambitions.

Delivery of the 'Beyond Ambition' Strategic Plan is underpinned by the following core values which drive our actions and behaviours:



## Ambition

We are highly ambitious and support everyone to achieve more than they ever thought possible.



## Innovation

We are continuously improving and embrace the power to think differently about how we learn and work.



## Integrity

We operate with honesty and fairness and deliver on our promises.



## Respect

We value diversity and the opinions and contributions of others, acting with kindness and respect for all.



# Strategic Goals

In order to realise this vision and our aspiration for excellence in all we do, we will achieve the following five Strategic Goals:

1.

Create exceptional learning experiences for our students.



2.

Develop and deliver a future proofed, careers-focused curriculum.



3.

Empower and support our people to thrive and achieve personal and professional goals.



4.

Strengthen our financial resilience supporting investment for a sustainable future.



5.

Grow our impact in the local and regional economy and enhance our reputation.





# Goal One

## Create exceptional learning experiences for our Students

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We will place learning at the heart of what we do and maintain an unwavering focus on developing exceptional and inclusive learning experiences for our students ensuring the very best outcomes for all.

We will:

- Design and deliver learning experiences that are student-centred, inclusive and collaborative, supporting excellent outcomes for all.
- Design and deliver innovative learning experiences that are enhanced by digital technologies, informed by careers, and encourage enterprise, future-proofing learners.
- Create learning experiences that raise ambition, support and challenge learners and staff to achieve more than they ever thought possible, becoming lifelong learners.

Responsibility for reporting on progress -  
Vice Principal Curriculum and Quality



# Goal Two

## Develop and deliver a future proofed, careers-focused curriculum

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We will closely align our curriculum with the Region's current and future skills needs, ensuring that our student progress positively in life and their future careers.

We will:

- Design and deliver an innovative, inclusive, careers focused curriculum which supports excellent student progression in life and work.
- Design clear and coherent curriculum progression pathways ensuring that our curriculum is inclusive and supports all, including those most disadvantaged, to succeed in life and work.
- Design and deliver a curriculum informed by local and regional employers which meets the changing skills landscape and prepares our students for the impact of digital transformation and the desire to create a more sustainable future.

Responsibility for reporting on progress -  
Vice Principal Curriculum and Quality



# Goal Three

Empower and support our people to thrive and achieve personal and professional goals

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We will build an inclusive culture to attract, retain and develop high performing staff who feel empowered and supported to innovate, question and build positive career paths.

We will:

- Attract – recruit exceptional people by attracting talented and capable staff into the College.
- Develop - support our people to deliver excellence in their role and be inspired to continually improve and build positive career paths.
- Retain /Engage - develop a culture in which health and wellbeing are prioritised and co-created, where staff feel empowered and supported to innovate and question.

Responsibility for reporting on progress -  
Executive Director – Human Resources



# Goal Four

Strengthen our financial resilience supporting investment for a sustainable future

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We will build our financial resilience to enable investment in our estate and resources, reducing carbon emissions and ensuring that stakeholders benefit from excellent learning environments both now and into the future.

We will:

- Invest in our capital resources, particularly our campuses, so that they support exceptional learning experiences and reduce the College's impact upon the environment.
- Operate efficiently, innovating and taking advantage of technology to minimise any financial waste and maximise the ability to invest back into staff pay and other College resources.
- Identify and work with partners that support opportunities to grow (profitable) educational provision for the communities in Buckinghamshire and the surrounding area.

Responsibility for reporting on progress -  
Vice Principal Corporate Services





# Goal Five

Grow our impact in the local and regional economy and enhance our reputation

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We will operate at the heart of the Region's skills community developing strong employer and community partnerships and a reputation for excellence.

We will:

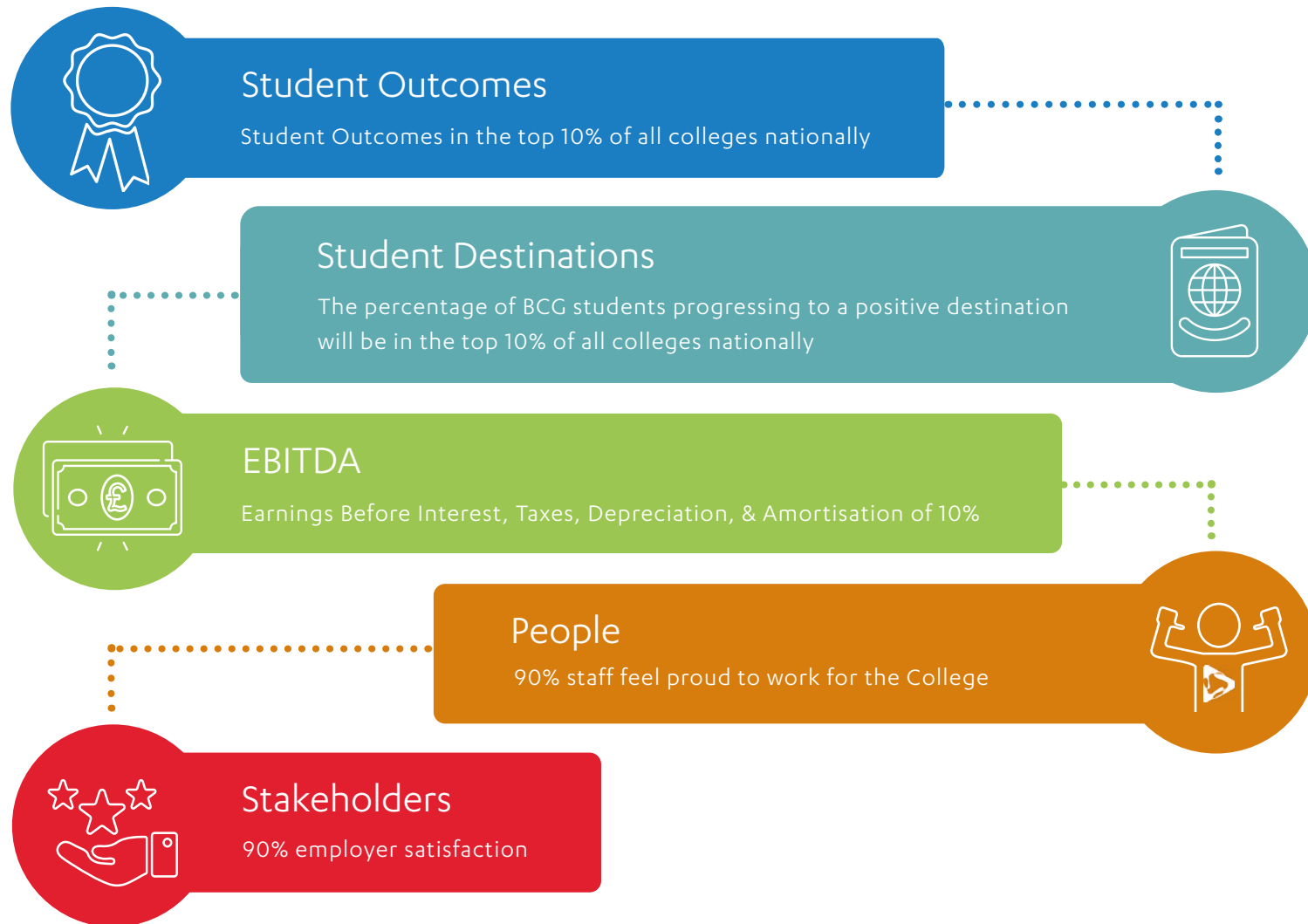
- Ensure that our curriculum offer meets the needs of the Buckinghamshire economy both now and into the future.
- Contribute positively to the economic development and prosperity of Buckinghamshire and surrounding area.
- Foster strong and mutually beneficial relationships with key stakeholders to meet strategic goals.
- Be seen as a sector leader within the local community actively shaping and driving the skills agenda through collaboration.

Responsibility for reporting on progress -  
Vice Principal Commercial and Partnerships



# Impact Measures

The success of this strategic plan will be determined by the following impact measures. By 2028, we will have achieved the following:



# Underpinning Strategic Plans

Underpinning the College-level Strategic Plan are supporting, and complementary goal related strategic plans. Each plan provides further detail on how we will implement and achieve the Strategic Plan together with key impact measures.

The key underpinning strategic plans are:

- Exceptional Learning Experiences Strategic Plan
- Careers focused Curriculum Strategic Plan
- People Strategic Plan
- Financial Sustainability Strategic Plan
- Partnerships and engagement Strategic Plan

The Strategic Plan will also be supported by key functional strategies setting out how key functions will contribute to the achievement of the overall strategic plan:

- Digital Strategy
- Student Support Strategy
- Marketing Strategy
- Estates Strategy
- Faculty Specific Strategies

## Goal related Strategic Plans



## Functional Strategies





# Progress Monitoring & Reporting

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A member of the Executive Team has been appointed as Strategic Lead for each strategic goal who will report on progress both internally and to the Corporation Board. We recognise that all staff members are accountable for achieving the strategic goals and will ensure that everyone understands how their role and their performance contributes to College overall performance.

An annual KPI Dashboard will be agreed at Corporation Board in October of every year and monitored at every Board meeting to monitor and track performance towards achieving our strategic goals. An annual Operational Plan will be developed for each Strategic Goal to agree key activity and priorities and will be monitored monthly at Executive level.





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