

# COLLEGE ADAPTIVE FRAMEWORK

**VISION STATEMENT** (our aspiration)

Vibrant and Outstanding – A dynamic global College

**MISSION STATEMENT** (what we will deliver)

Inspiring and motivating all to achieve their maximum potential

**STRATEGIC OBJECTIVE** (what we will achieve)

Creating the skills of tomorrow.

## CRITICAL SUCCESS FACTORS (key target metrics)

Element of Plan	Cost to Serve	Our People	Achieving Vibrant & Outstanding	Responsiveness to Market
Growth in Apprenticeships	Invest to meet growth industry need	Develop the skills of our people to meet this growth	Deliver high levels of timely achievement	Be highly responsive to employer need
Higher Level Technical and Professional Curriculum				
Employability	Continue to develop our employment hub	Ensure Employability is enshrined in our recruitment and employee development strategies	Continue to deliver upon our Skills Promise	Ensure Employability develops in line with employer expectations
Globalisation	Invest in international market opportunities that will bring an enhanced return	Develop our people's understanding of a global world	Embed a globalised understanding for all learners	Respond to take advantage of international opportunities

## CORE VALUES (the values & behaviours we have adopted to achieve the above)

### VALUE 1

#### THE CUSTOMER IS OUR FOCUS

We place our customers at the heart of everything we do

##### Learners will

- ▶ Support each other
- ▶ Feel proud to be a Burton and South Derbyshire College learner
- ▶ Work hard and take responsibility for their own learning journey

##### Staff will

- ▶ Recognise and reward good performance
- ▶ Support colleagues in their efforts to focus on the learner
- ▶ Offer consistent support, ensuring high standards are maintained across all departments

##### Leaders will

- ▶ Acknowledge and reward good performance
- ▶ Establish and communicate standards and expectations
- ▶ Strive to create a safe environment, where everyone is treated fairly

### VALUE 2

#### CONSISTENTLY ACHIEVING

We strive to help everyone to achieve their maximum potential

##### Learners will

- ▶ Feel valued and supported by staff and peers alike
- ▶ Aim high and strive to do their best
- ▶ Feel able to ask for help and support

##### Staff will

- ▶ Do their utmost to help learners achieve their maximum potential
- ▶ Set good examples, behaving professionally at all times
- ▶ Focus on the individual's needs, giving support and guidance

##### Leaders will

- ▶ Continuously review systems to ensure the best support is in place, allowing everyone to achieve their potential
- ▶ Lead by example, setting high standards
- ▶ Listen to feedback and take appropriate action to meet the changing needs of the College

### VALUE 3

#### VALUED & RESPECTED

Our culture is one where every individual is valued and shown respect

##### Learners will

- ▶ Abide by and endorse College rules
- ▶ Be courteous to others
- ▶ Take care of their environment

##### Staff will

- ▶ Treat learners as individuals, with individual needs
- ▶ Demonstrate good behaviour, being punctual and courteous
- ▶ Be supportive and loyal to colleagues

##### Leaders will

- ▶ Spend time with learners and staff
- ▶ Share information when appropriate, in a timely and consistent manner
- ▶ Encourage transparency, honesty and integrity, leading by example