

# 2030 VISION

A Strategic Plan for  
Barnet and Southgate College  
2025 – 2030



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As Chair of Governors at Barnet and Southgate College, I am proud to introduce our Strategic Plan, 2030 Vision. This forward-looking document underscores our dedication to transforming education and skills development in North London.

Our Core Purpose is to change lives, empower individuals and connect communities. 2030 Vision is underpinned by and representative of our ambition, as an anchor institution in our region, to achieve just that, and to lead the way in preparing students for the future.

Our strategic plan is built on six strategic pillars that will guide our efforts to enhance the quality, accessibility, and impact of our educational offerings. We are committed to fostering an inclusive environment that supports the diverse needs of our students and staff, while also forming strong partnerships with industry and community stakeholders.

I am confident that, with the collective efforts of our dedicated staff and partners, we will achieve our vision and make a significant, positive difference in the lives of our students and the broader community.

**Through this strategy, we aim to position Barnet and Southgate College as a beacon of excellence in further education, driving innovation and supporting regional development.**

## Foreword

### Adam Goldstein

Chair of Barnet and Southgate College





## Introduction

### Neil Coker

CEO and Principal

The landscape of further education is undergoing continued transformation, driven by evolving societal needs, technological advancements, and the growing demand for a more skilled and adaptable workforce.

In response to these changes, it is essential for our college to not only adapt but to lead in preparing individuals for the future. This strategic plan outlines our core purpose, our vision, the six strategic pillars that form the foundation of this plan, and actions to enhance the relevance, accessibility, and impact of Barnet and Southgate College over the coming years as we build towards excellence.

Our plan builds on the strengths of our college while embracing the need for change and continued improvement.

It is an ambitious plan that recognises the key and increasingly important role that the college needs to continue to play as an anchor institution serving our students, industry and wider stakeholders across the regions we serve.

It is a plan that recognises that if we are to achieve what we aspire to for our current and future students, that if we are

## Our plan builds on the strengths of our college while embracing the need for change and continued improvement.

to serve our communities and partners as an exceptional provider of learning and skills, then our staff are our most valuable asset in achieving our goals.

This plan emphasises our focus on providing our students with high quality learning experiences and our commitment to providing them with a rounded education that develops the whole person alongside gaining the qualifications they need to progress into continued education or into work. Our focus remains on enabling our students to achieve their ambitions and next steps – whatever they may be.

Our Strategic Plan, 2030 Vision recognises the importance of fostering sustainable and meaningful partnerships, ensuring our offerings are aligned with the future skills landscape and placing a focus on building our reputation as a high quality and respected further education provider.

We are committed to creating pathways that empower students from diverse backgrounds, fostering inclusivity, and ensuring that every student has the tools and support needed to succeed.

This strategic plan also reaffirms our dedication to sustainability, equality, diversity and inclusion, to the opportunities presented by emerging new technology and to continuous improvement enabling us to equip individuals with the skills, knowledge, and mindset required to thrive in a rapidly changing world.

By focusing on our six pillars, we aim to position our institution as a leader in further education, making a lasting impact on students, partners, and the wider economy.

Through collaboration, innovation, and a shared commitment to excellence, this strategic plan will guide our efforts to shape the future of Barnet and Southgate College.



# Our Core Purpose

To change lives,  
empower  
individuals  
and connect  
communities





# Our Vision

To be the leading provider of high-quality learning and skills development in North London, fostering exceptional educational experiences, driving innovation, supporting regional growth, and serving as a vital strategic partner for business and industry.



# Our Guiding Principles

**Our Guiding Principles permeate our core purpose, strategic direction and our priorities and provide a framework for all staff at the college, that defines the way we behave and interact.**

We recognise that how we do things is equally as important as what we do, and behaviours drive and underpin organisational culture. Our Guiding Principles will help create a working environment and culture across the college that enables all staff to feel

part of a community, respected for their individual skills and contributions, and able to play a key role as we build towards excellence.

We want all staff to feel proud of their work, the difference they make to our students and the fact that they are an employee at Barnet and Southgate College.

**Our Guiding Principles will play a key part in securing the best possible working environment in order to achieve that goal.**



# Our Guiding Principles

The way we behave  
and interact

We are:

UNITED

INNOVATIVE

CURIOUS

INCLUSIVE

TRANSPARENT

RESPECTFUL

POSITIVE

RESPONSIBLE

MEASURED

PROUD

# Our Guiding Principles

## The way we behave and interact

### United

We work as one team; we actively build positive relationships, and we appreciate and benefit from diverse thinking and diverse perspectives.

### Innovative

We encourage and invite new ideas; we welcome professional challenge, and we see setbacks as an opportunity to learn.

### Curious

We question, we listen to understand, we are eager to learn.

### Inclusive

Everyone is welcome, we appreciate everyone, and we challenge discrimination, always.

### Transparent

We share thoughts and ideas honestly and respectfully without fear of negative repercussions. We speak up when we see things that could be better.

### Respectful

We treat everyone respectfully and we consistently show due regard for each other.

### Positive

We assume positive intent and seek to solve problems and challenges, not contribute to them.

### Responsible

We take responsibility for the impact of our actions, and we never pass the blame.

### Measured

We demonstrate positive behaviours, even when under pressure.

### Proud

We recognise and openly celebrate the great things that happen here.



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Our Strategic  
Plan, 2030 Vision  
is formed of six  
Strategic Pillars





# Our Strategic Pillars

STRATEGIC PILLARS

A Relevant,  
Responsive,  
Agile  
Curriculum

Innovative  
and Impactful  
Teaching,  
Learning and  
Assessment

Exceptional  
Staff  
Experience,  
Engagement  
and Satisfaction

Financial  
Resilience

A Reputation  
for Excellence

Sustainable,  
Purposeful  
Partnerships

STATEMENT OF INTENT

Our dynamic, inclusive curriculum will offer lifelong learning opportunities, meet changing skills needs, serve the local and regional economy, and respond to the demands of our students.

All our students matter to us and will leave us well-prepared for their futures. We will provide them with exceptional learning opportunities that makes best use of technology, ignites curiosity, and enables them to produce work they are proud of.

Acknowledging that our staff are our most valuable asset, we will ensure that their welfare, wellbeing and professional development are well-served and that we become an employer of choice for our current and future workforce.

We will secure a strong financial position that enables the college to successfully navigate risks and be able to invest in staff capacity and capability, in our estate and in our learning resources, for the benefit of current and future students.

We will take all opportunities to promote our successes and position ourselves as a leading, anchor institution in the region and communities we serve. We will position ourselves as a forward-thinking provider of learning and skills and a true college of the future.

We will actively develop and sustain meaningful partnerships that are mutually beneficial and open up opportunities that benefit our staff and our current and future students.

**THESE ARE UNDERPINNED BY CROSS-CUTTING THEMES**

**EQUALITY, DIVERSITY, AND INCLUSION // SUSTAINABILITY //**  
**NEW TECHNOLOGY // CULTURE, COLLABORATION AND CELEBRATION**

# Critical Success Factors

Each of our Strategic Pillars is underpinned by a set of ambitious critical success factors.

These are designed to indicate our direction of travel and articulate what success looks like for us. Our Critical Success Factors will inform annual key performance indicators and more detailed measures of success as we work towards securing our ambitions by 2030.



## A Relevant, Responsive, Agile Curriculum

Our dynamic, inclusive curriculum will offer lifelong learning opportunities, meet changing skills needs, serve the local and regional economy, and respond to the demands of our students.

### Critical Success Factors

- Evidence that our curriculum offer provides entry points that are accessible and appropriate for all our students
- Increased levels of successful internal progression for all our students
- Successful implementation of our Curriculum Strategy
- Growth in student numbers
- Sign-off and delivery of our Accountability Statement
- Strong alignment with the Local Skills Improvement Plan
- Targeted growth in our curriculum offer
- Industry support and validation
- Evidence that curriculum design and delivery is informed and supported by industry partners
- Evidence that our students are progressing to relevant and sustained further or higher education and into employment

## Innovative and Impactful Learning

All our students matter to us and will leave us well-prepared for their futures. We will provide them with exceptional learning opportunities that makes best use of technology, ignites curiosity, and enables them to produce work they are proud of.

### Critical Success Factors

- Consistently high standards of practice in classrooms and workshops with relevant use of new technologies
- High levels of pastoral and wider student support services that enable our students to succeed at college
- Our students confidently recommending us to others
- Our students being recognised and celebrated for producing exceptional work
- Our students developing skills, behaviours and attributes that enable them to make a positive contribution to their communities and be successful in their next steps
- Our students progressing and securing positive destinations
- Our students achieving their target qualifications
- Our students securing high grades in their qualifications
- External validation as an outstanding provider of learning and skills



## Exceptional Staff Experience, Engagement and Satisfaction

Acknowledging that our staff are our most valuable asset, we will ensure that their welfare, wellbeing and professional development are well-served and that we become an employer of choice for our current and future workforce.

### Critical Success Factors

- Continually improving levels of staff satisfaction through all measures
- Successful implementation of our People Strategy and all its metrics
- Reduced levels of staff absence
- High levels of staff engagement in, and positive feedback from learning and development opportunities
- Improved levels of diversity across all levels of the organisation to better reflect the communities we serve
- Evidence of successful career progression for an increased proportion of our staff
- A renewed employee life-cycle that secures improved outputs and staff satisfaction at all stages
- Effective internal communications, employee engagement, collaboration and involvement
- Increased opportunities to celebrate staff achievement and successes
- Securing external recognition as an excellent employer through a range of high-quality assessments and kite marks

## Financial Resilience

We will secure a strong financial position that enables the college to successfully navigate risks and be able to invest in staff capacity and capability, in our estate and in our learning resources, for the benefit of current and future students.

### Critical Success Factors

- Critical measures and benchmarks of financial security are exceeded
- Effective and efficient utilisation of all resources
- Full and effective utilisation of budgeted and allocated capital funds
- Targeted investment in staff capacity
- Annual increase in staff development budget and activity
- Positive feedback from students and staff regarding resource levels
- Strong financial scoring across all headline measures



## Reputation for Excellence

We will take all opportunities to promote our successes and position ourselves as a leading, anchor institution in the region and communities we serve. We will position ourselves as a forward-thinking provider of learning and skills and a true college of the future.

## Critical Success Factors

- Positive local, regional and national profile
- Participation in events, conferences, and other relevant activity that enables us to share best practice
- Membership of committees, representative bodies and strategy groups to influence and support positive change
- Distribution of publications promoting success to stakeholders
- Significantly enhanced internal celebration activities and events
- Successful introduction of an active alumni
- Securing nominations and successes in relevant industry awards, quality and kite marks
- Frequent, consistently positive stakeholder feedback

## Sustainable, Purposeful Partnerships

We will actively develop and sustain meaningful partnerships that are mutually beneficial and open up opportunities that benefit our staff and our current and future students.

## Critical Success Factors

- Continually strengthened employer and industry partnerships that benefit the partner organisation and our students
- Industry Advisory Boards successfully implemented and active in all curriculum areas
- Enhanced levels of meaningful industry placement opportunities for our students
- Partner investment in resources for the benefit of our students
- Increased or enhanced curriculum offer as a result of targeted partnerships
- Active participation in local and regional community events
- Strong strategic alliance with education partners



# Our Cross-cutting Themes

## Equality, Diversity, and Inclusion

We are committed to creating and sustaining an inclusive and welcoming environment where every member of staff and our community is respected, valued, and supported. We celebrate diversity in all its forms believing that diverse perspectives enrich our decisions, learning and growth.

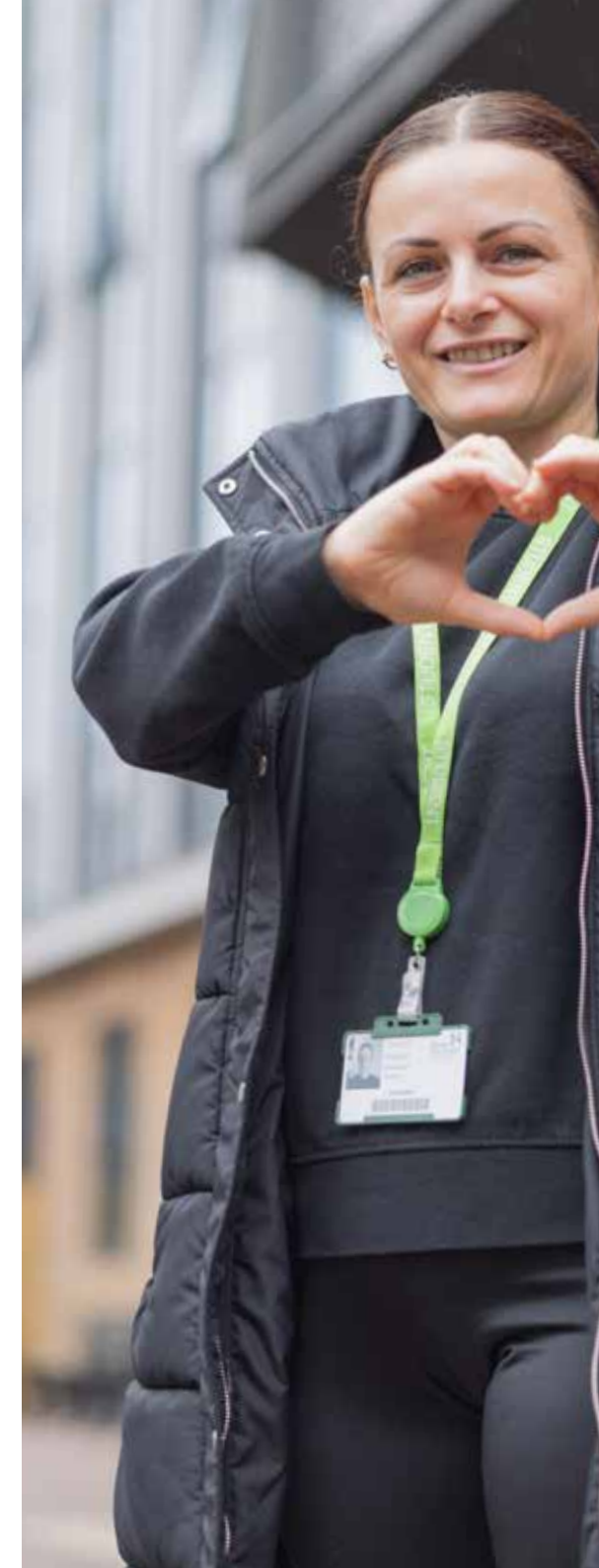
We are dedicated to ensuring equal opportunities for all, striving to remove barriers that prevent full participation and success across our learning and skills provision. We actively seek to eliminate discrimination and promote fairness in our policies and practices. Through ongoing education, dialogue, and action, we aim to create a culture of respect, equality, and belonging where everyone can thrive and where the rights and dignity of our staff and students are respected.

We recognise the importance of this as an underpinning, cross-cutting theme when seeking to achieve our strategic ambitions.

## Sustainability

Barnet and Southgate College is committed to achieving net zero carbon emissions by 2040, aligning with the sustainability goals of the London Boroughs of Barnet and Enfield.

Guided by the EAUC Climate Action Roadmap, the college pledges to integrate sustainability into its curriculum, promote health and wellbeing, transition to renewable energy by 2030, enhance recycling, support local sustainable businesses, invest in sustainable technologies, foster community engagement, resolve environmental conflicts, and collaborate with local and global partners to achieve these goals.





## New Technology

We are committed to harnessing the power of new technology and digital innovation as a fundamental cross-cutting theme in our Strategic Plan.

By integrating cutting-edge digital tools and practices, we aim to enhance our curriculum's relevance, responsiveness, and agility and continually develop innovative and impactful practices in teaching, learning and assessment. We will also seek to harness the opportunities presented by new technology in supporting our organisational practices and methods of working for the benefit of both staff and students.

## Culture, Collaboration and Celebration

We will continue to recognise that how we do things is as important as what we do and that if we want to achieve our ambitions, we need to ensure that we operate in a positive and forward-thinking environment.

Collaboration internally and externally will be key to our success and a commitment to increased and continual celebration of our achievements will contribute to our internal culture and our external reputation.

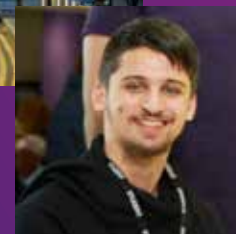




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## Southgate Campus

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London  
N14 6BS

## Colindale Campus

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London  
NW9 4BR

## Edmonton Green Campus

Edmonton Green  
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Green, London  
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