

Strategic Plan 2020 - 2025

Excellence

To deliver high-quality education and training expecting excellence in all that we do.

- All students benefit from a well-developed course which facilitates their progress.
- Students' progression is individually planned, resulting in students achieving their progression goals.
- York College students make strong progress in relation to their individual starting points.
- Students benefit from specialist and contextualised development of their digital, literacy and numeracy skills.

Talented Staff

To develop, retain and invest in a talented staff team.

- Our colleagues are supported to work in a positive and inclusive culture where their contribution is recognised fairly.
- The development of our colleagues reflects a learning culture where individual and organisational needs are met.
- Employees are well supported to develop themselves and fulfil their ambitions.
- Colleagues are supported to flourish where changes impact on their roles.

Invest in Success

To invest in resources maximising students' success and enabling innovation.

- Investment in people reflects the diverse needs of students and our responsibility to education as well as to keeping students safe.
- Investment in infrastructure supports students to succeed.
- Curriculum resources are up to date and keep pace with the changing demands of industry and higher-level study.
- Our investments seek to reduce our impact on the planet.

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Student Experience

To facilitate the best possible student experience, developing students inside and outside the classroom.

- Students have access to a personal development programme which is linked to their course and individual ambitions.
- Facilities for students reflect the diverse needs of students and industry.
- Students have a say in the governance, leadership and management of the college.
- The development of students as resilient citizens is planned for and facilitated.

Nurture Partnerships

To nurture partnerships which benefit students, staff, the City of York and wider region.

- We will plan collaboratively with schools and colleges to contribute to the best possible offer for communities in the region.
- In partnership with a higher education institution we widen the college's university centre offer and progression to Level 4 learning.
- We will partner with employers and universities to ensure students benefit from well planned and delivered courses.
- We will explore growth opportunities and be open the possibilities devolution may offer.
- We will play a full Civic Leadership role supporting partners to deliver their objectives relating to health, wealth and wellbeing.

Financial Sustainability

To ensure long-term financial sustainability.

- In delivering this plan, we operate cash positively each year.
- Our cash balances do not fall below two months of expenditure.
- By improving profitability, we secure greater capacity for investment.
- The college's financial health is never less than good.

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