

Our Mission	To achieve success through learning			
Our Vision	We will be an irresistible learning partner to individuals and businesses driving up productivity and growth within North Warwickshire and South Leicestershire			
Values & Behaviours	Continually strive for excellence	Act with integrity	Be accountable	Nurture Inspire Be entrepreneurial Be responsive Respect, support & challenge
Commitments	Learning, Teaching and Assessment	Local Impact	Enterprise and Growth	
	<ul style="list-style-type: none"> Deliver an excellent teaching and learning experience. Enhance learner attainment, progress, achievement rates and progression. Develop world class learning specialisms which focus on higher level skills. Implement a learning offer which supports LEP priorities and local demand for skills. Plan, develop and deliver an efficient and effective learning offer which for the College delivers the medium term business plan (MTBP). Deliver a core learning entitlement appropriate to each part of the group encompassing English, mathematics and employability skills for all learners for whom it is relevant. Develop coherent learning pathways enabling individualised progression and positive destinations at all phases . Increase engagement in learning through digital technology and innovative e-learning delivery. Embed an aspirational learning culture which promotes and celebrates learner diversity and inclusion. Embed innovative delivery into all learning, teaching and assessment. Make sure that the different needs of all groups are met through well planned and targeted delivery. Strengthen and co-ordinate initial advice and guidance to all learners across the group giving them a clear line of sight to work. Provide an inclusive and successful experience for learners with Special Educational Needs and Disabilities (SEND). 	<ul style="list-style-type: none"> Further build and embed excellent relationships with all key stakeholders to add value to the group. Become the learning partner of choice for all local enterprises and communities Transform each organisation into a community hub for social and economic regeneration Provide education and learning opportunities to reduce the number of those Not in Employment, Education or Training (NEETs), long-term unemployment and enable hard to reach young people and adults to access employment in each local community Reduce the academic and skills gaps based upon local surveys, learner research and market intelligence Add value to local communities through student and staff volunteering and community based project work Build effective collaborative partnerships which expand learning opportunities for learners with Special Educational Needs and Disabilities (SEND). Establish a positive reputation for each part of the 'Learning Group' within its local community. 	<ul style="list-style-type: none"> Increase the engagement of employers across our Learning Group Diversify and develop our future business income streams Provide a dynamic environment for sustainable learner transition into work or business. Build a high value alumni . Establish a structure for our Learning Group which is scalable and has an effective brand Explore the potential to sell shared services to organisations outside our Learning Group Maximise growth opportunities for identified areas of provision including Apprenticeships, Higher Education, Schools and full cost provision. Grow or maintain the level of funded learners in our Learning Group through effective marketing and recruitment Increase financial margins from fully exploiting our asset base, smart procurement and developing the innovative commercial ideas for the financial resilience of the Group 	
Enablers	People	Business Support		
	<ul style="list-style-type: none"> Ensure all teaching and key staff are appropriately qualified and have appropriate English and mathematic skills. Enhance Governance through best practice development. Establish a culture of continuous improvement Establish a talent management strategy across the Group. Ensure all staff behaviour aligns with corporate values. Ensure staff have up-to-date subject knowledge and where appropriate industrial expertise. Improve all stakeholder satisfaction indicators. Embed robust performance management and development. Embed learner involvement in organisational improvement and decision making at all levels. Develop effective and accountable leadership and management. Promote innovation and creativity to drive new ways of working in a fiscally constrained environment. 	<ul style="list-style-type: none"> Secure good sustainable financial health. Deliver significant cost reductions and improved quality through the establishment of shared services across the Learning Group. Produce performance information to inform value adding decision making Embed a value for money culture and impact through excellent leadership and management, joint procurement systems and efficiency panels to ensure best use of resources Develop and embed a sustainable and efficient Estates Strategy Introduce and implement E-tracking and monitoring mechanisms that enhance delivery and timely achievement Assess and improve performance using sector-wide benchmarks Develop and implement a dynamic IT cross-organisational learning platform fit for purpose for all user groups Provide an outstanding and relevant customer experience to a diverse client base Embed the management of risk across the whole learning Group 		

North Warwickshire and South Leicestershire College and the Midland Academies Trust 2016-17

Learning, Teaching & Assessment	Local Impact	Enterprise and Growth	People	Business Support
<ul style="list-style-type: none"> Student outcomes to improve in all measures To be Ofsted ready and secure measurable improvements in all organisations Self assessment grades to good. Sustain and improve relevant curriculum efficiency measures in line with the Medium Term Business Plan. Embed contextualised English and mathematics. Improve student attendance to average 90% at all levels All 16-18 full time study programme students engage in work experience Each MAT school to improve outcomes for students in all year groups and to narrow the gap between disadvantaged students and those determined as "National other", and for high ability students Improve outcomes for key Ebacc subjects from baseline across all MAT schools Continuously improve the proportion of the typicality of teaching that is judged to be good or better in MAT schools so that students achieve as expected or better and reduce in –school and between school variation 	<ul style="list-style-type: none"> Explore opportunities for further collaboration through the Area Review process and implement as appropriate. Develop Students with Educational Needs and Disabilities (SEND) Hub and increase numbers of high needs students at College by 30%. Retain and grow the impact of reducing the number of young people who are Not in Education, Employment or Training (NEET) (including growing College Inspire provision to 32 students) Embed an adult learning offer in at least half of the MAT schools Develop a primary school strategy in MAT. Each MAT school is proactive in the delivery of engaging careers education, opportunities for student contact with employers, establishing a curriculum relevant to LEP priorities in developing curriculum plans, 100% progression of all its students to further learning, training and/or work. Build the reputation and profile of MAT schools within their local communities as well as regionally and nationally, and increase positive press coverage by 20%. 	<ul style="list-style-type: none"> Agree a Sales & Marketing Strategy to meet the Medium Term Business Plan targets. Secure business with at least five new employers in the college catchment areas to transition to trailblazers. Develop and implement a robust student journey process to improve application conversion rates by 10%. Start construction of the new MIRA training centre and actively market this opportunity Obtain Gate 2 approval for three major growth opportunities (e.g. Magna Park Logistics Centre). Grow work with Prisons. Grow the apprenticeship offer to address local, regional and national priorities in line with the Medium Term Business Plan targets. Grow the MAT Trust by at least one school to contribute to improved sustainability. 	<ul style="list-style-type: none"> Embed a performance management system that identifies, develops and nurtures talent and facilitates greater internal succession and appointments to vacancies . Staff Absence to meet or exceed performance vs. sector benchmarks no greater than 3%. Provide greater simplicity with HR data, systems, policy and procedure to aid end user engagement. Increase participation and enrich the student experience and voice. Promote equality, diversity and inclusivity throughout the organisations. Implement College staff forum and increase staff engagement index by 5% from last staff survey results. Improve internal communications and achieve a 5% improvement in satisfaction rates in the annual staff survey. Deliver the MAT middle leaders training programme to all middle leaders. 	<ul style="list-style-type: none"> Launch a new service level agreement to cover Shared Services outputs to colleges, Shared Service outputs to MAT and College outputs to MAT. Develop the delivery of and improve shared services and agree a strategy for the delivery model. Document and improve 3 major processes across the Group (includes apprenticeships and wider student recruitment) Deliver at least £150k year on year cost reductions from Group Procurement. Develop and embed a Group ICT Strategy. Appoint a strategic partner and submit planning permission for the part disposal / development of the College estate.