



PLUMPTON
COLLEGE

STRATEGIC PLAN

2017 - 2024



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are passionate about
developing individuals'
aspirations, skills and
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INTRODUCTION

At Plumpton College we are passionate about developing individuals' aspirations, skills and confidence to enable them to achieve their future ambitions and be role models for others.

Established in 1926, we have continually developed and built a curriculum and business support framework across the South East, with now over 3500 students and 2500 businesses across our four centres (Plumpton, Stanmer, Netherfield and Flimwell).

We do more than just Agriculture. Whilst it is a flagship curriculum and the most specialist of its kind across the southeast, we also teach animal management, veterinary nursing, canine, sport and outdoor education, equine, floristry, forestry and woodland management, arboriculture, horticulture (landscaping, amenity and food production), game and fish management, engineering, motor vehicle, metalsmithing, countryside, food technology, wine production and wine business.

The curriculum in each of these subjects provides a ladder of academic progression that supports all individual learning journeys which are tailored to students' starting points.

The wide range of levels of academic learning span from Entry to Level 3 and then into higher education with foundation degrees, honours degrees and masters courses for extended academic learning. We also have an extensive education programme for 14-16 year olds and offer a range of full and part time courses for adults.

The College has built up an excellent reputation for delivering vocational skills training and education for the land based sector and rurally located businesses. We work with employers and businesses annually to develop business related programmes to ensure their new entrants progress through college and develop the right skills, knowledge and attributes to enhance the performance of their business. The numbers of our apprenticeship students supported by businesses in the workplace and whom attend college for specific skills and knowledge training have doubled in the past two years.

INTRODUCTION

To underpin high quality and up to date technical skills acquisition, the College has undertaken a shrewd investment programme over the past ten years to establish resources and facilities to expose and prepare students for the high levels of technical skill required in the progressive land based businesses. Over the last two years we have undertaken a change programme in order to secure even better outcomes for our students and employers through delivering an ever higher standard of education and training and stimulating the highest levels of ambition for our staff and our students, and demonstrating best practice in all that we do.

As a result, our students achieve very well. The retention and achievement of qualifications is amongst the highest in the southeast and our outstanding relationship with employers has resulted in a continuously evolving curriculum and work experience, which results in the exceptional employability rates of students, consistently exceeding 90% annually.

We recognise that our ability to continue to build sustainable and meaningful relationships with employers, partners and the wider community is key to the success of our vision and strategy and are excited about the future role the College can play within the wider economic area.

This seven year strategy sets out our vision and priorities to support those land based and rurally located businesses to have a strong talent pipeline of well qualified individuals and the resources and training to continually develop their existing workforce. The changes taking place across the sectors that we serve mean that students will need to be equipped with a different and ever more technically advanced skills set in the future. As an ambitious organisation with high aspirations and expectations, this provides a significant opportunity for the college to play a leading role in shaping and informing land based and wider rural sectoral change through our education and training and be seen as a progressive and highly valued organisation locally, regionally and nationally.



OUR MISSION

To consistently provide high quality training and education in a safe and welcoming environment that enables our students and employers to be successful.

OUR VISION

To be an innovative and inspirational college delivering excellent education, training and research that enables our students and employers to play a leading role in future industry growth and development.





STRATEGIC AIM 1

To provide an innovative and inspiring learning experience enabling everyone to fulfil their potential

IN ORDER TO ACHIEVE THIS WE WILL:

- > Deliver consistently good and outstanding teaching that inspires and raises the ambitions of all our students
- > Develop enhanced measures to provide feedback to students to support and challenge all individuals to evaluate their progress and achieve their potential
- > Develop the use of technology to enhance student learning and enable our students to become more independent
- > Revise our student engagement strategy to enable and empower students to take ownership and maximise their experience at college



STRATEGIC AIM 2

To offer a dynamic curriculum that attracts students, enhances personal development and supports the future growth of the industries we serve

IN ORDER TO ACHIEVE THIS WE WILL:

- > Ensure our curriculum raises student aspirations and enables the development of robust personal and transferable skills for all students
- > Ensure our engagement with employers fully informs all aspects of curriculum design, development and delivery
- > Enhance our range of outstanding student support and enrichment activities to further enable individual student progress during their time at college



STRATEGIC AIM 3

To develop sustainable and enterprising relationships with employers, schools and key partners to enhance student experience, prospects and sector business

IN ORDER TO ACHIEVE THIS WE WILL:

- > Continue to seek and work with a diverse network of strategic partners across the region to support economic growth, enhance student experience through innovation and allow continued investment in our facilities
- > Ensure local, regional, national and international employer needs are met through increased engagement with employers that informs the continuous development and delivery of a high quality service offer
- > Develop and deliver an enhanced schools liaison programme and promote the College's curriculum and the extensive career opportunities it can lead to by continuing to offer impartial advice and guidance across our market place



STRATEGIC **AIM 4**

To provide inspirational learning spaces and state of the art facilities which showcase best practice, embrace technological advances and maximise student progress

IN ORDER TO ACHIEVE THIS WE WILL:

- > Provide multi-functional, high quality learning spaces with access to the best possible technologies which are used innovatively in teaching, learning and investment
- > Continue to invest in the development of all college sites to enable the delivery of our long term strategic objectives
- > Implement self-assessment processes for all college operating teams to ensure modelling of industry best practice in all that we do



STRATEGIC **AIM 5**

To manage resources efficiently and commercially to be ever-more resilient and sustainable

IN ORDER TO ACHIEVE THIS WE WILL:

- > Equip staff with the financial skills, commercial awareness and informed financial data to enable decision making to result in improved financial performance
- > Ensure staffing and property resources are managed effectively and efficiently to contribute to achieving the best outcomes for our students
- > Achieve a level of financial reserves that provides improved resilience and investment potential for the future



STRATEGIC AIM 6

To attract, retain and develop an ambitious, high performing and professional workforce committed to delivering excellence to all

IN ORDER TO ACHIEVE THIS WE WILL:

- > Support and develop our staff to ensure they are fully equipped to achieve the high standards expected to deliver the best outcomes for our students
- > Develop a range of strategies to increase engagement with our staff to ensure they feel supported and valued and recognise the impact they all have on our business
- > Ensure college procedures support staff to effectively and efficiently perform their roles with maximum impact





AMBITIOUS AND
PROGRESSIVE



ENTERPRISING



PROFESSIONAL



SUPPORTIVE

OUR VALUES



PASSIONATE ABOUT
EVERYTHING WE DO



If anything about our work, performance or
future direction inspires or interests you,
we'd love to hear from you.

Follow our student's success on
website, facebook, twitter, instagram



www.plumpton.ac.uk



PLUMPTON

COLLEGE

Ditchling Road, Plumpton, East Sussex BN7 3AE

01273 890 454

enquiries@plumpton.ac.uk

[**www.plumpton.ac.uk**](http://www.plumpton.ac.uk)