

EXTRA ORDINARY ARY

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Coleg Penybont
Bridgend College



Bridgend College - Strategic Plan 2020 - 2025



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Bridgend College



Our Strategic Plan has been shaped by staff and learners at Bridgend College to help us to formulate our aims and values for the next five years.

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Introduce

A message from our Principal

“Why do we do what we do? It’s a question that all organisations should ask of themselves. At Bridgend College, it’s something we’ve contemplated for some time. And for us, the answer is quite simple; we do what we do so our learners, our staff and the communities we serve are able to be all that they can be.

This sense of purpose has inspired our mission over the last five years, and it’s something that will continue to drive us

for the next five years.

We are living in extraordinary times, which means we need extraordinary people and organisations to empower our communities as we navigate our way through periods of uncertainty. The challenges are numerous, from climate change and social deprivation to the concerns of Brexit in this politically divided country. But there is also opportunity – one which we at Bridgend College embrace – as we continue to build a strong values-based FE sector that helps communities to not only survive, but to thrive.

When we reflect upon our 2014-2019 Strategic Plan, there’s a long list of outstanding achievements to celebrate – of which you can read more about to the right of

this page. It has been a difficult journey at times but it was made possible by the passion, resilience and commitment of our dedicated staff, governors and learners.

While we have a lot to be proud of, there’s more work to be done. In these ever-changing times, we must keep moving forward to be even more innovative so that our staff and learners continue to achieve great things. As such, it gives me great pleasure to introduce the Bridgend College Strategic Plan for 2020-2025. By working together, we will ensure that every person at Bridgend College has the opportunity to be the best that they can be. ■■



CEO & Principal of Bridgend College

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Mind's
Workplace
Wellbeing
Index 2019



Times Educational
Supplement UK
College of the Year

“Estyn
Double
Excellent”
Inspection
Report



Key Outstanding Achievements

(2014-2019)

- Times Educational Supplement UK College of the Year (2019)
- Estyn “double excellent” Inspection Report
- Association of Colleges (AOC) Beacon Awards:
 - Leadership and Governance
 - Development of Transferable Skills
 - Practical Teaching & Practical Learning
- The Sunday Times 100 Best Companies to Work for (2020 & 2017)
- 90% successful completion rates for Work Based Learning (2019) - alongside an 800% growth in the contract value over a 6 year period
- 90% successful completion rates (All Qualifications)
- Penybont 6th Form College AS & A Level provision is placed in the top 25% in the UK according to Alps data
- Penybont 6th Form College sees a 26% improvement in A*- C 'A' level pass rates
- 98% of staff are happy to work at Bridgend College
- Mind's Workplace Wellbeing Index 2019, Silver Award
- Days cash liquidity increased from 8 days to 30+ days
- Chwarae Teg Fair Play Employer (Silver Award)

**Be all
that
you can
be.**

Our Values



Our values are reinforced throughout the college community. Every member of staff, learner and partner lives and breathes our core values that make up every aspect of college life.

- Be **People Centred**
- Be **Inspirational**
- Be **Passionate**
- Be **Innovative**
- Be **A Team Player**
- Be **Inclusive**



Be

People Centred

We truly believe that every member of staff, every learner and every interaction counts. As such, we should each take responsibility for our actions. The standards we walk past are the standards we accept – so if something doesn't feel right, we value the opportunity for honest conversations and one-to-ones so that we are constantly improving and developing. Remember, we serve those that we lead, and as such, we should always demonstrate positive behaviours to develop trust.



A young woman with brown hair and glasses is wearing a white lab coat. She is sitting at a desk with her hands clasped. The lab coat has a logo on the left chest that reads "Bridgend College Coleg Penybont Campws Penard Campus".

Be Inspirational

We aim to always be forward-thinking and planning for the future, as well as dealing with what's going on in the here and now.



Be Passionate

There is always room for improvement, so feedback should always be welcomed. When we are passionate about what we do, we each become a brand ambassador in our own right.





Be Innovative

We are pioneers, and as such, we aim to lead the sector in enforcing positive change. Yet it's important to remain connected so that, as a community, we can achieve even more.



Be a Team Player

We always put on a united front and champion the decisions we make. We truly support each person that walks through our doors, and we ask for that same support in return.





Be Inclusive

Every person can make an impact, no matter how big or small they may think it is. As such, it's our responsibility to create a trusting environment where each person feels able to contribute ideas.

To be Extraordinary

Bridgend College will be an extraordinary, high performing organisation, dedicated to the advantage of learning. We will attract individuals through nurturing a people centred, inclusive and enabling culture, that allows every individual to be part of something special, something unique. We will be an ethical organisation that

consistently achieves excellence and excels through doing the simple things really well and celebrates the successes of every individual.

With passion and innovation, we will lead the way in influencing and shaping education and training. We will look beyond our own organisation and seek to collaborate with ethically minded

partners, who also share our ambition to lead a transformation that will improve the life opportunities of our learners, our people and our communities. We will develop creative, happy and global citizens of the future who care for our world, our culture and each other.

We will be:

Excellent

Efficient

Engaging

we will:

- Achieve a minimum of 90% successful completion for all learning pathways
- Appear in the top performing quartile for Welsh Government performance measures in all subject sectors
- Finance and achieve 21st century facilities for all provision





Be Excellent

Be an inclusive organisation where staff and learners are happy and where they love to work and learn. We will nurture an environment that attracts and retains outstanding, values driven team players, enabling both learners and staff to maximise their potential with a focus on the well-being of all. We will have the courage to lead

and commit to a progressive and happy culture that celebrates diversity and mutual respect and fosters enthusiasm. We will also look outwards and seek to collaborate with partners whose values are aligned with ours to maximise the positive impact on our communities.

we will:

- Reduce carbon emissions by 25%
- Achieve a minimum of 2% turnover as operational surplus
- Maintain a minimum of 30 days "cash"
- Sustain staffing costs of no greater than 65% of income





Be Efficient

Be a sustainable and resilient organisation. We will adapt to the demands of an ever changing world and have the resources to enable everyone to Be All That They Can Be.

we will:

- Achieve Top 10 in the Sunday Times 100 Not for Profit Sector Companies list
- Achieve Gold Standard in the UK Well-being Index report
- Achieve pan UK Learner Survey results in the top quartile for all areas



A woman with dark hair and glasses, wearing a dark blue shirt, is holding a small white lamb. The lamb is looking towards the left. The background is dark and out of focus.

Be Engaging

Be recognised locally, nationally and internationally as an extraordinary organisation. Consistently, we will achieve excellent results through doing the simple things extraordinarily well. Through our high aspirations and high quality provision, we will enable all to reach their full potential with a pathway to

a great job and a great life. Our learners will be prepared to be outstanding ambassadors for our communities and Wales and be active global citizens. They will develop employability skills to help them thrive in an ever changing world.

