



# STRATEGIC PLAN 2023 - 2028

# MISSION

TO CREATE LIFE-CHANGING OPPORTUNITIES.

# VISION

SHAPING AN EXCITING FUTURE WITH THE BEST EDUCATION AND COLLABORATION.

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## BEHAVIOURS

**ASPIRATIONAL** - HIGH AMBITION, EXPECTATION AND EFFORT

**COLLABORATIVE** - COLLABORATIVE, IN IT TOGETHER

**EXCEPTIONAL** - INNOVATIVE AND ENTERPRISING

**TEAM YC** - VALUING AND SUPPORTIVE



## ASPIRATIONAL

Be motivated and striving to be our best

Be responsible for our great work

Demonstrate a positive attitude and be  
a good role model

Grow and succeed

## COLLABORATIVE

Contribute equitably to Team YC

Share ideas, resources and good practice

Engage and communicate positively

Build the very best solutions together

### EXCEPTIONAL

Evolve and change, embracing opportunity

Encourage and generate new ideas

Plan well to increase success, learn  
from failure

Advocate for Yeovil College  
supporting its growth

### TEAM YC

Listen, respect and understand

Be trustworthy and uphold  
high standards

Be fair and empowered to challenge  
low standards

Recognise, encourage and value the  
work of others



**ONE VISION**

**ONE COMMUNITY**

**ONE TEAM**

# ASPIRATIONAL

Learning and growth will be at the heart of our college

**1.1**

Our learners will have an exceptional experience raising their ambition and accelerating their progress.

**1.2**

Our learners will have a safe and inclusive place to learn.

**1.3**

Our ambitious curriculum will accelerate careers, facilitate student success, and create life chances.

**1.4**

Our business community will positively contribute to the development of learners and colleagues.

**1.5**

All learners will have equitable access to exceptional learning resources.

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## COLLABORATIVE

### We will share and collaborate

**2.1**

Our curriculum will deliver the workforce needed for businesses to thrive and prosper.

**2.2**

We will build collaborative solutions in readiness for bid opportunities.

**2.3**

We will ensure our community understand the quality of local opportunities to accelerate careers.

**2.4**

We will be recognised for our ambition, energy, and quality of service.

**2.5**

We will use our positive influence to create opportunity for our community.

# EXCEPTIONAL

## We will grow responsibly and responsively

**3.1**

We will grow and manage our finances effectively to invest in our future success.

**3.2**

Our capital investment will transform our campus, creating an inspirational place to learn and work.

**3.3**

We will evolve our ways of working and embrace technology to improve our impact.

**3.4**

We will share and collaborate and plan strategically to make a greater impact with our resources.

**3.5**

We will evolve our operation and curriculum to meet the climate emergency.

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## TEAM YC

Our great people will do amazing things.

**4.1**

Our People will have the opportunities to grow and succeed.

**4.2**

We will contribute meaningfully and equitably to our shared goals.

**4.3**

We will lead by example, working to high standards, taking pride in our work, challenging ourselves and our colleagues.

**4.4**

Our Team will feel empowered and valued.

## INTRODUCTION

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As the only college in South Somerset and the tertiary provider for Yeovil, we are the largest and most diverse post-16 option for our local community across South Somerset, North and West Dorset and therefore have a responsibility to offer a curriculum that empowers our learners to develop the knowledge and skills demanded by our diverse economy.

We are proud of our local industrial heritage and have strategically invested to maximise the opportunities to support our local business communities' success. We have designed a forward-looking curriculum with learning resources to develop our business partners' highly capable workforce, ensuring that we can support our community and businesses to be globally competitive, delivering more and better jobs and a clear line of sight to exciting local careers for all our students.

As we embark on 2023, we look back on the past few years and can reflect that for Yeovil College and our wider community there have been some very significant changes, some very clearly for the better.

The impact of the COVID-19 pandemic has provided some new challenges for our next planning period, which will take us beyond the biggest physical changes to Yeovil College since the mid-20th Century and through to 2028. This next 5-year window provides incredible opportunity, building on more than £10 million of capital and revenue projects delivered over the past 4-years, which have provided new state-of-the-art training facilities and future facing curriculum, delivering skills and training in Health and Technology sectors.

### **Aspirational**

Given our recent success, it is right that at the heart of our Strategic Plan is an exceptionally high aspiration for our community. By 2026, three brilliant new buildings will stand on our site, made possible with more than £43 million of Department for Education capital investment. We will have a modern, exciting and aspirational campus, matched by co-constructed curriculum which will deliver a learning experience the envy of any town or city.

Being the best for our students and community drives us to get better every day, motivating, inspiring, raising our learner's knowledge, skills and ambition so that progress is accelerated, is central to our intent. Our intended impact is to build a successful and resilient community, by providing the opportunities for learners to enjoy successful careers whilst making valued contributions to the brilliant businesses right here in South Somerset and North and West Dorset.

A successful talent attraction and retention strategy is in place, levering influential businesses and their brightest talent to shape and celebrate this region as a brilliant place to live and work. Enjoying an amazing quality of life with unbeatable careers right here in our part of the South West, ensuring that the opportunity to live an extraordinary life is achievable here.

### **Collaborative**

Fulfilling the ambition can only be achieved through partnership, collaborating with our business and wider community, which will underpin all that we do, planning, delivering, and winning together.

## INTRODUCTION (CONT.)

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We strongly believe that the potential we have in South Somerset, North and West Dorset is significantly different to other regions. Our region provides a brilliant place to live and work, with a significant talent pool of higher technically qualified workforce and maturing partnerships to enable effective collaboration.

The businesses which have grown over time or located in the region in more recent years provide the bedrock for further success and prosperity. Supporting them with a workforce that drives innovation, improved productivity, investment, collaboration and adds value is a clear element in our Strategic Plan for Yeovil College. Building consensus, capability and capacity for our business community is a priority, acting as the glue in an enterprising and collaborative technology, making things 'eco-systems' is embedded in our activity.

Our curriculum will continue to evolve with our focus being on the priority areas of Advanced Manufacturing, Aerospace, Construction, Digital, Science and Health. This focus will extend to cross-cutting themes in all that we do: innovation; enterprise; net zero and the environment; leadership; and high ambition, informing the design and delivery of all our education, training and operational plans.

We will maintain our momentum, innovating and refining, playing our part in delivering the highly technically qualified workforce for our 'making' economy. Addressing workforce requirements and the historically low number of school leavers who progress to higher education.

We will work closely with our school partners to provide clear progression routes to further education, collaborating to ensure our young people get information, advice and guidance with meaningful experiences to help them with GCSE, career and post-16 choices.

### **Exceptional**

We want to ensure that what we do delivers the very best value for money for our learners. Our increasing 16–18-year-old demographic and market share over the next 5 years will continue to be managed in a way which delivers a consistently exceptional learner experience. Developing the best systems to support our learners and lecturers so that effort is not wasted or duplicated, that things work for us, and we squeeze the best from technology to improve our impact. We will use our momentum to create a legacy of a financially stable and resilient college that will be able to serve its community well for decades to come in an environmentally sustainable way.

### **Team YC**

We are a people business. Our people are our greatest strength; supporting and building the Yeovil College family to be the best we can for our community will continue to be a strategic priority. Developing potential, sharing and collaborating to make the most of our talent and resources will be a clear focus, a clear and transparent *People Plan* will be the framework for our incremental steps to create the Team YC we aspire to be, with the very best working environment in the sector, where we all have the opportunity to thrive.

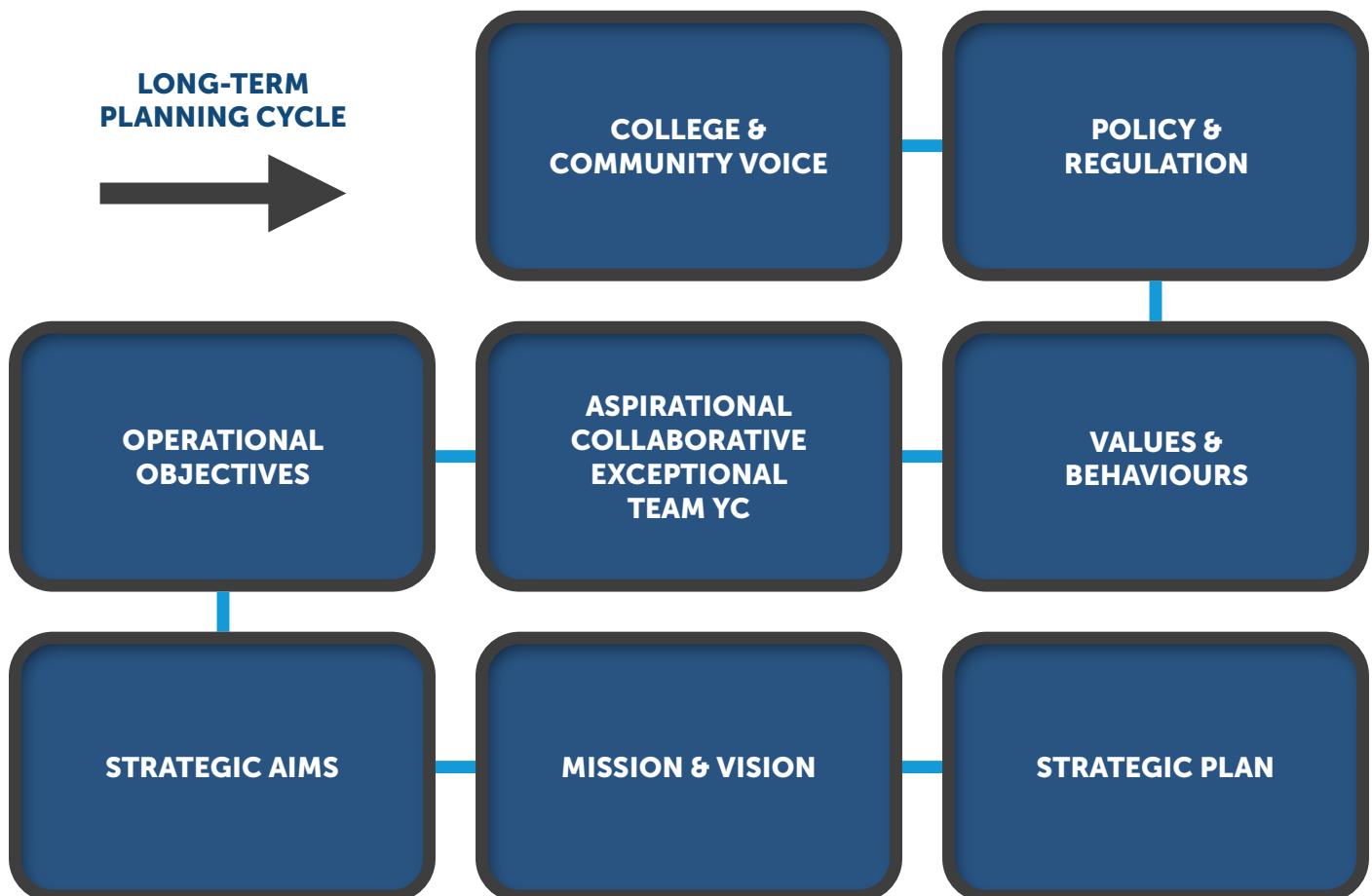
We will capitalise on the potential that our relationships internally and externally can deliver - **it is all about People!** Acknowledging that effective relationships, great communication, trust, and confidence underpins good work, building this into our resource and planning will be a focus.



## ACHIEVING STRATEGY

Colleagues and our wider community described more than 500 distinct achievements or objectives that were important to them in the production of our new strategic plan. These were all separately considered, themed and summarised to create our Strategic Aims, Mission, Vision and Values & Behaviours.

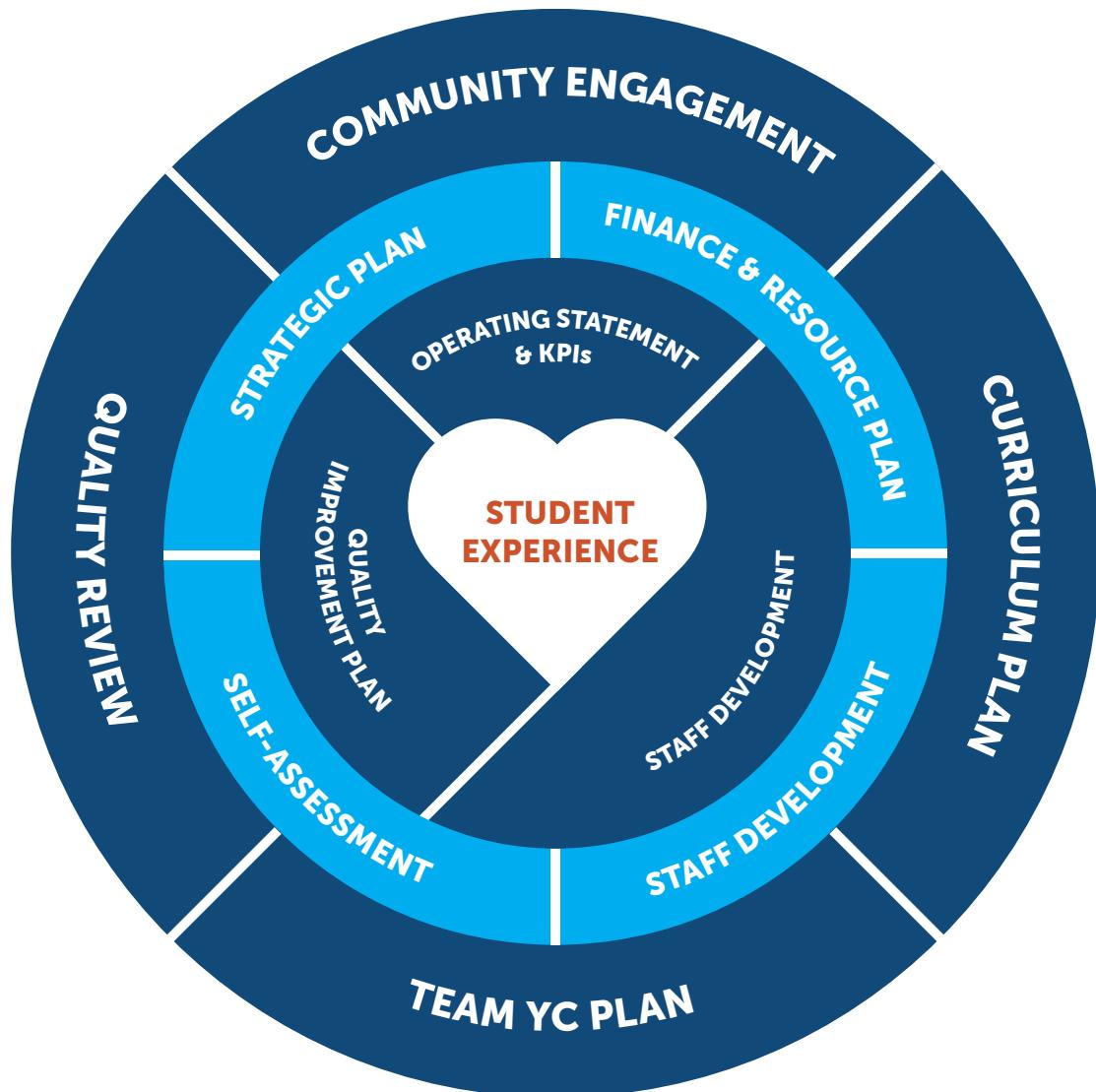
All objectives are mapped in an inclusive planning document, facilitating the identification and completion of individual objectives over the next 5 years. Colleagues will be able to see the things which are important to them being included and achieved under the headlines of Aspirational, Collaborative, Exceptional and Team YC.



## ANNUAL PLANNING CYCLE

A series of strategic and operational plans with supporting structures and review points underpin the achievement at the heart of our plan – the student experience.

The information graphic below describes the structures, processes and where measures of success sit in our planning cycle that provide the framework to ensure clarity, transparency and explicit progress.





**TEAM YC**

**EXCEPTIONAL**

**ASPIRATIONAL**

**COLLABORATIVE**



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TECHNOLOGY

