

Vision: *'Leaders in learning'*

Mission *'To be an outstanding College at the heart of our community.'*



Core Values and Behaviours

Who we are/what we do

- We **respect** each other and the wider community. We behave with **integrity**, having an ethical and moral awareness in everything we do.
- We are an **inclusive** college. Diverse teaching, learning and assessment is at the heart of the college.
- We value all members of the college community. We strive to meet every **individual's** needs, supporting them to become more resilient and inspired.
- We foster a culture of **ambition**. Commercial awareness influences our decision making processes. We encourage a 'can do' attitude by questioning, seeking and growing.

'Developing our place in the community'

- Creating growth through learning to meet the needs of individuals, businesses and the wider community.
- Immersing the college and our students in local community life.
- Developing and nurturing communities of excellent practice and sharing our expertise with others.
- Strengthening our relationship with schools, universities and employers to establish seamless progression for learners.

'Building a successful future on a proud past'

- Being a top choice college delivering excellence in academic, technical and professional learning.
- Nurturing talent, promoting personal growth and providing individual learning pathways that lead to a positive destination.
- Maintaining a safe and inspiring environment that promotes independence and resilience and delivers more than just a qualification.
- Providing exemplary leadership and management at all levels.
- Underpinning our offer with highly motivated staff, and innovative technology solutions that encourage learning.

'Ensuring financial stability and growth'

- Developing sources of income that reduce reliance on government funding and provide a balanced portfolio of educational resources.
- Building collaborative relationships with industry, schools, higher education, Local Enterprise Partnerships and other stakeholders.
- Using our resources wisely and well.
- Investing in learning and development

Curriculum

We will,

- Provide a diverse curriculum aligned to the skills and knowledge requirements of our learners, employers and the community
- Provide a range of professional, technical and scientific routes which inspire progression and ambitious destinations
- Ensure that the College is the provider of choice in the Thames Valley for post 16 education and training
- Ensure the curriculum goes beyond qualifications and promotes personal growth and outstanding support for learners
- Ensure that the curriculum design is coherent and financially sustainable

Teaching, Learning & Assessment

We will,

- Deliver excellence in teaching, learning and assessment achieving exceptional progress for our learners
- Develop a progressive teaching, learning and assessment philosophy that is responsive to the learning needs of our students
- Equip our learners with the ambition, aptitudes and skills necessary for a successful future
- Develop well-rounded and independent individuals in an enriching and inclusive environment

Quality Assurance

We will,

- Deliver continuous improvement through rigorous self-assessment across all delivery and business support functions
- Ensure quality assurance is part of strong leadership and management at all levels leading to exceptional performance
- Ensure that professional standards for all elements of work are met Monitor KPIs to measure performance and inform improvement strategies

Business Development & Engagement:

We will,

- Work closely with industry, universities and the wider community to develop and provide a variety of progression pathways for learners and staff.
- Ensure opportunities for learners support local, national and global needs.
- Deploy a highly effective and responsive approach to learner recruitment.

Support for Learners

We will,

- Provide multi-faceted strategies that ensure excellence in support of a highly effective and positive learner journey.
- Deliver outstanding support for all learners to facilitate excellent outcomes, positive progression and aspirational destinations.
- Enable all students including the most vulnerable and disadvantaged groups to succeed.
- Devise a framework to develop the most able learners to provide support in reaching aspirational destinations.
- Build upon effective learner voice to ensure that the views of all learners help to shape their experience, journey and environment.
- Continue to develop effective study spaces which contribute to the development of independent learners.

Business Planning, Efficiency & Data

We will,

- Develop and follow a detailed and robust business planning process, that will enable the College to meet its quality, operational and financial objectives
- Ensure that college performance is on target to achieve Ofsted outstanding
- Establish a clear set of protocols to measure performance and adopt them across the college

Finance and Operations

We will,

- Ensure financial sustainability and continuously improve our efficiency, to provide and support the best possible experience for our learners, staff and partners
- Monitor and maintain cash levels to provide stability and allow us to invest in opportunities and be responsive

People

We will,

- Develop an effective structure that enables the College to meet its strategic and operational objectives
- Attract, develop and retain talented staff
- Create an inclusive, supportive and motivational culture recognising achievement and valuing the contribution of our staff
- Ensure leadership and management is effective and consistent at all levels
- Provide relevant and effective development for our staff

Environment

We will,

- Create an outstanding physical and virtual learning environment that is fit for the future
- Deliver a healthy, safe and inspiring learning environment that reflects the needs of learners, staff and the community that we serve
- Ensure that environmental sustainability underpins all decisions regarding our infrastructure

Communication

We will,

- Develop and maintain a strong and clear brand identity
- Positively promote The Henley College
- Communicate with clarity, openness and transparency using the appropriate channels.

Policy, Risk & Control

We will,

- Ensure effective and sound governance through effective control and risk management measures
- Ensure that effective systems are in place to future proof the college