

# BHASVIC

## STRATEGIC PLAN (2017-2020)

**Last Updated:** JULY 2017

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## BHASVIC - STRATEGIC PLAN 2017-2020

Our Mission: To Transform Lives Through Learning

Our Vision: To be a Contemporary Creative Learning Community

Our Values: Learning, because we believe this is always possible; Respect and Inclusivity, celebrating that BHASVIC is a safe and diverse place to be; Collaboration, working for our common good

### KEY FACTS ABOUT THE COLLEGE

- The College has c. 2,700 16-19 year old students and c. 300 staff– we are at capacity but seek to expand our accommodation and grow further
- Students come from over 60 different schools with 50% of students coming from Brighton and Hove
- We offer over 40 subject courses at A Level and level 3 BTEC, Maths and English GCSE and a diverse range of portfolio and enrichment courses
- We offer Adult Evening Language courses, full-time English for Speakers of Other Languages courses and facilities for hire
- Overall College income from all sources excluding capital grant is c. £11 million
- In November 2012 the College was inspected by Ofsted and was judged 'Outstanding' in all graded areas and judged as 'Outstanding' overall
- BHASVIC is a member of the Brighton and Hove Education Partnership Group and Accord Group of Colleges; we are a member of the S7 sixth form college consortium and FE Sussex

### BHASVIC and the 7 C's – Our Strategic Aims



**KEY PERFORMANCE INDICATORS WE WILL USE:**

Attainment	Progress	GCSE Eng-Mat	Retention	Destinations	Numbers	Finances	Voice
Sustain pass and A*-B rates well above benchmark	Maintain positive value added outcomes as measured by DfE and ALPS	GCSE English and Maths pass rates remain well above benchmark	Over 95% of students will reach the end of their studies	The % of students who progress on to employment, education or training will be above benchmark	To maintain student numbers above 2,700 growing to 3,000 by 2020	Ensure that we are at least 'satisfactory' in terms of financial health	To ensure staff, student and parent satisfaction levels are above 90% positive
DfE Headline Measures							

BHASVIC: Strategic Plan 2017-2020 – The 7 Cs		
Strategic Aims—The 7 C's	What do we want to achieve?	How will we know if we are succeeding?*
<b>Commitment</b> To achieve outstanding levels of performance based on a culture of learning that allows all students to achieve above and beyond what they think is possible.	1.1 To sustain our learning culture and ensure that our results remain first class, underpinned by robust quality assurance systems	<ul style="list-style-type: none"> <li>A*B grade rates and equivalent sustained above benchmark</li> <li>To ensure pass rates exceed benchmark</li> <li>To maintain significantly positive Value Added as measured by the DfE and ALPS</li> <li>Secure excellent destinations outcomes</li> </ul>
	1.2 To recognise and celebrate success in all forms regardless of grade predictions, outcomes or choice of destination	
	1.3 To raise aspirations, widen participation and ensure students can progress to their chosen destination	
	1.4 To work with students as co-creators of their own learning - ensuring that it is accessible, supportive, and representative of all, whilst helping to diminish differences in achievement where barriers are evident	
<b>Curriculum</b> To provide a broad and balanced all-round education, enabling students to develop as independent, confident and well-informed young adults capable of contributing to and questioning the world around them, regardless of the mix of subjects and qualifications they study.	2.1 To fully implement a linear curriculum and provide a subject and qualification offer that matches our applicants' needs, ensuring that all students are on an appropriate Programme of Study	<ul style="list-style-type: none"> <li>Number of applications and student enrolments</li> <li>Number of courses on offer<sup>†</sup></li> <li>Numbers of students on tutorial pathways<sup>†</sup></li> <li>Participation in and success of enrichment activities<sup>†</sup></li> <li>Relevant study support and student guidance metrics<sup>†</sup></li> </ul>
	2.2 To continue to ensure that tutorial pathways provide the best support for progression and sustain lifelong learning	
	2.3 To ensure that we continue to offer a breadth of enrichment and portfolio courses	
	2.4 To recognise the importance of quality student guidance and study support	
	2.5 Prepare our students for lifelong learning by using (amongst other things) the College's 6Rs Initiative (Reflective, Resilient, Resourceful, Respectful, Responsible, Risk-takers)	
<b>Culture</b> To cultivate a 'High Challenge and Low Threat' culture where we strive for the highest possible standards, where staff and students are supported, valued and developed as individuals in a safe environment, knowing that their own well-being is key to our success.	3.1 Treating staff as professionals and recognising such a culture can only be built on their talents and commitment	<ul style="list-style-type: none"> <li>Staff, student and parent satisfaction</li> <li>Completion of Staff PDRs<sup>†</sup></li> <li>SWELL activity and participation rates<sup>†</sup></li> <li>Staff absence data<sup>†</sup></li> </ul>
	3.2 To develop and refine our quality systems, processes and documentation to reflect such a culture	
	3.3 To provide appropriate training, development and support to staff	
	3.4 To continue to discuss and reflect on what constitutes a sustainable and appropriate workload	
	3.5 Actively support the personal development and wellbeing of staff and students	
<b>Contemporary</b> To provide a stimulating educational and social environment, with attractive, modern facilities and resources including excellent ILT provision.	4.1 To re-brand and update our physical, published and virtual environment to ensure a contemporary livery and feel	<ul style="list-style-type: none"> <li>Successful re-branding</li> <li>Progress towards completing first phase of our accommodation masterplan<sup>†</sup></li> <li>Through IT satisfaction survey<sup>†</sup></li> </ul>
	4.2 To work towards completing a major new build as part of our accommodation strategy and masterplan	
	4.3 To invest in our ILT infrastructure and resources to ensure first class provision	
<b>Creative</b> To encourage creative, innovative, collaborative and reflective approaches to all that we do.	5.1 Encourage creative approaches to engaging students with subject specifications and content that lies beyond these	<ul style="list-style-type: none"> <li>Student and staff satisfaction surveys</li> <li>Providing appropriate training and development opportunities which receive positive evaluations<sup>†</sup></li> </ul>
	5.2 Cultivating a creative, reflective and developmental approach to staff and student reviews	
	5.3 To ensure platforms for developing, sharing and innovating are utilised by staff and students	
<b>Community</b> To be an inclusive and accepting college where every individual feels part of a community and where we play an active role in our local community to help raise standards and aspirations.	6.1 Treat all members of the College with equality and fairness, maintaining our excellent safety, safeguarding and wellbeing support	<ul style="list-style-type: none"> <li>Satisfaction surveys</li> <li>Involvement in partnership work<sup>†</sup></li> <li>Volunteering opportunities<sup>†</sup></li> <li>Retaining Eco-schools green flag status<sup>†</sup></li> </ul>
	6.2 To work actively within S7, FE Sussex and B&HCC to ensure efficient and high quality 16-19 education at BHASVIC and beyond	
	6.3 To establish positive two-way relationships with schools, colleges, universities, businesses and other local organisations, including participation within the Pavilion and Downs Teaching School Alliance	
	6.4 Extending enrichment, volunteering and employer engagement opportunities for our students	
	6.5 To ensure we care for our environment and continue to take practical and achievable steps to further develop our environmental sustainability	
<b>Control</b> To be an efficient, fair and intelligently managed organisation that achieves value for money and functions on a sound business basis with robust financial management.	7.1 To manage the college finances and resources successfully in the face of continuing real terms cuts – ensuring that the quality of student education is maintained	<ul style="list-style-type: none"> <li>Financial statements<sup>†</sup></li> <li>Progress towards completing first phase of our accommodation masterplan<sup>†</sup></li> <li>Admissions data<sup>†</sup></li> <li>HR Data<sup>†</sup></li> </ul>
	7.2 To implement our accommodation masterplan and achieve a significant new build to increase our student numbers in order to maintain our financial health	
	7.3 Recruit and retain a high quality workforce	
	7.4 Ensure our admissions and accommodation policies can deal with forecast growth in student numbers	

\* All measures are Key Performance Indicators except those marked <sup>†</sup> which are reported through SARAP and SAR processes.