

BHASVIC

BRIGHTON HOVE AND SUSSEX SIXTH FORM COLLEGE

STRATEGIC PLAN **2025–2030**

Everyone Thriving





Welcome to
BHASVIC

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, caring and diverse place to be; Sustainability and Collaboration, working for our common good.

KEY FACTS ABOUT THE COLLEGE IN 2025

- **People:** We are a Sixth Form College that has c. 3,750 16-19-year-old students and c. 365 staff, 200 of whom are teaching staff with 165 support staff. The Full-time equivalent total staffing is 265 FTE.
- **Place:** Students join us from over 60 different schools with 50% of students coming from Brighton and Hove and 50% from the wider Sussex community.
- **Courses:** We offer c.50 subject courses in A Levels and Alternative Academic Qualifications, as well as Maths and English GCSE, full-time English for Speakers of Other Languages (ESOL) courses and a range of portfolio and enrichment courses, including the Extended Project Qualification. We also offer Adult Evening Language leisure courses, and facilities for hire.
- **Income:** Overall, annual college income from all sources excluding capital grant is c.£21 million.
- **Quality:** In December 2022 the College was inspected by Ofsted and was judged 'Outstanding' in all graded areas and judged as 'Outstanding' overall. Since 2023, we have self-assessed our contribution to Skills as 'strong', achieving all Gatsby benchmarks.
- **Partnerships:** BHASVIC is a member of the B&H Education Partnership and Accord Group of Colleges; we are a member of the S7 sixth form college consortium, FE Sussex and the Further and Higher Education Sussex Strategic Alliance, the Association of Colleges and the Sixth Form Colleges Association. We are a College of Sanctuary and aim to maintain this.

William Baldwin
PRINCIPAL

**BHASVIC is a
Contemporary
Creative
Learning
Community**

WHAT WILL BHASVIC LOOK LIKE IN 2030?

- **People:** We want to maintain student numbers at around 3,750 up to 2030. This period sees demographic growth in 16-19-year olds within the city and wider area. As we are at capacity, we are not able to absorb additional students through further growth.
- **Demographics:** The number of 16-year olds in the city reduces from 2030 and we need to plan for this over the next few years.
- **Estate:** We would like to develop our estate with a permanent new Student Services building to replace the modular accommodation to the West of the campus, as well as to install an artificial pitch and a netball court on our field.
- **Economic and Political Change:** We want to remain stable in a period of fiscal pressure and a likely public sector funding squeeze, and we want to be agile in the face of political changes like Devolution.
- **Social Change:** We want to respond to the changes that 16-19-year olds face and have to navigate both in real life and online.
- **Educational Change:** We want to continue to provide a first-class learning experience that adapts to external changes such as a new Ofsted framework, A.I. opportunities, outcomes of a Curriculum & Assessment review and changes to SEND legislation.
- **Quality:** We aspire to be in the top 1% of non-selective state providers for A level and Academic Level 3 Quals having achieved this with a staff and a student body whose wellbeing is central and where our high integrity, trust and learning cultures prevail.
- **Partnerships:** Local and national partnership working will remain at the core of how we operate.

KEY PERFORMANCE INDICATORS

Attainment	Progress	GCSE Eng-Mat	Retention
To sustain average point score (APS) per entry of +40, and an average grade of B	Maintain very positive value added of 0.25 or higher to remain 'Above Average'	GCSE English and Maths pass rates remain well above benchmark	Over 95% of students will reach the end of the core aim of their studies
Destinations	Numbers	Finances	Voice
The % of students who progress on to a sustained destination (within 18 months) will be above 95%	To maintain student numbers at around 3,750	Ensure that we are at least 'Good' in terms of financial health	To ensure staff, student and parent and stakeholder satisfaction levels are above 90% positive

CONTEMPORARY

Strategic Aims:	What do we want to achieve?	Success will be reported via:
1. Contemporary To be a modern forward-thinking college prioritising:	1.1 Sustainability: <ol style="list-style-type: none"> To embed education for sustainable development further into individual courses, linking sustainability with justice; recognising structural inequality and the need for us all to act with care and leave the world kinder and fairer. To further reduce our Carbon footprint making gains where we can, with the aspiration to be net zero by 2030, recognising that this is heavily reliant on government policy, funding and feasible technological solutions. 	<ul style="list-style-type: none"> • Sustainability SARAP (Self Assessment Review and Action Plan) • Department SARAPs
1.1. Sustainability		
1.2. Digital Environment		
1.3. The Learner Journey: from Applicant to Alumni	1.2 Digital Environment: <ol style="list-style-type: none"> To pursue a digital strategy driven by the benefits of A.I. that is mindful of the threats it poses, with enhanced cyber security and communication systems to ensure a secure and efficient digital environment. To elevate teaching, learning and assessment with enhanced digital resources and expertise, with tools for more personalised learning, ensuring our practices remain effective and innovative. To use technology effectively within support, guidance and business functions of the college. To be a data driven institution to help advance decision making, efficiency and improvement in all areas. 	<ul style="list-style-type: none"> • CDP (College Development Plan): Digital and Comms • Department SARAPs
1.4. Accommodation and Resources	1.3 The Learner Journey: From Applicant to Alumni <ol style="list-style-type: none"> To develop a contemporary, personalised journey, from pre-application to alumni to enhance the student experience at all stages, woven through all provision/courses, and with additional support for students who experience greater barriers to educational success. To ensure schools' liaison, comms and marketing align to support this journey, providing clear, timely and engaging information at every stage for students, parents and carers. Enhancing our website and social media presence to promote accessibility and engagement, to support this contemporary journey and promote the BHASVIC brand. 	<ul style="list-style-type: none"> • College SAR and CDP • Comms SARAP
	1.4 Accommodation and Resources: <ol style="list-style-type: none"> Secure the finances to achieve a new Student Services building to replace our temporary accommodation blocks and to install a new artificial pitch and netball court on the field. To maintain 'Good' Financial health and maximise funding streams. 	<ul style="list-style-type: none"> • CDP: Leadership and Resources • Financial Statements



CREATIVE

Strategic Aims:	What do we want to achieve?	Success will be reported via:
2. Creative To encourage creative, innovative and reflective approaches to our: 2.1. Culture 2.2. Staff Development 2.3. Leadership & Governance 2.4. Income Generation	2.1 Culture a. To maintain and enhance our developmental culture built on 'High Challenge, Low Threat', giving staff space to be creative and autonomous, where we strive for the highest possible standards within a spirit of unity and trust.	• HR SARAP • Staff Survey
	2.2 Staff Development a. Ensure staff development is aligned to this strategic plan and the 'golden thread' runs through our Quality Cycle and documents, from individuals through teams to the whole college with opportunities to share and innovate. b. Recruit and retain a high-quality workforce where staff are supported, valued and developed as individuals. c. Develop the digital capability and confidence of all staff in support of their own and our students' digital competency and confidence.	• HR SARAP • Staff Survey • Digital SARAP • CDP: Leadership and Resources
	2.3 Leadership and Governance a. SLT will protect our culture to ensure the college is led creatively and managed effectively. b. BHASVIC is a local and national voice for outstanding leadership and governance within sixth-form education.	• CDP: Leadership and Resources • Staff Survey
	2.4 Income Generation and Community Provision: a. Maximise income generation from existing and future assets and opportunities. b. To offer opportunities and resource to the community for mutual benefit of students, staff and the local population.	• CDP: Leadership and Resources



LEARNING

Strategic Aims:	What do we want to achieve?	Success will be reported via:
3. Learning To achieve outstanding levels of performance based on:	3.1 Curriculum Intent: We aim to: <ol style="list-style-type: none"> Nurture creativity across our college by providing a broad and balanced academic education that is built upon subjects, skills, values and breadth, preparing students for their future success and wellbeing. Provide holistic study programmes that value enrichment and a progressive tutorial programme which develop students' wider skills (e.g. digital, communication, team working) and values (e.g. kindness) to enable them to flourish within and beyond our community. For learning to be inclusive and accessible, removing barriers and ensuring 'What is essential for some is good for all'. 	<ul style="list-style-type: none"> Curriculum Intent CDP: Quality of Education Department SARAPs
3.1. Curriculum Intent		
3.2. Implementation of Learning		
3.3. Support and Guidance	3.2 Implementation of Learning <ol style="list-style-type: none"> To be evidence informed, where pedagogy and curriculum delivery (including tutorial) is developed through professional dialogue and scientific enquiry; where teaching, learning and assessment is designed and delivered to maximise the chances of success. Implement and maintain outstanding quality improvement, development and assurance systems, for teaching, learning and assessment, underpinned by our culture of trust. Develop our students' lifelong learning, to 'learn how to learn' (i.e. the HOW/their metacognition skills) and to 'know what to do when they don't know what to do' (i.e. the WHAT/problem-solving). 	<ul style="list-style-type: none"> CDP: Quality of Education Closing the Gap SARAP
3.4. Impact and Outcomes	3.3 Support, Experience and Guidance is the bedrock for our success: #BeBHASVIC <ol style="list-style-type: none"> That students are supported and cared for to Become Happy Active Successful Valued Individuals in our Community. We provide the right balance of care for successful education and refer to other specialist providers when appropriate To fulfil our duties under the Skills Act and make a strong contribution to meeting local and national skills needs as well as meeting all Gatsby benchmarks. 	<ul style="list-style-type: none"> Student Surveys Student Support SARAP Skills Accountability Agreement
	3.4 Learning Impact and Outcomes <ol style="list-style-type: none"> To 'add value' to student success and outcomes in all aspects of their education and particularly in their academic results, reducing educational gaps for students with additional barriers to their learning. To recognise and celebrate success beyond academic results or educational progression. To support students to progress to their chosen destination and ultimately the workplace, having developed the skills they need to be independent, lifelong learners with the ability to think for themselves. 	<ul style="list-style-type: none"> College SAR Destinations Report



COMMUNITY

Strategic Aims:	What do we want to achieve?	Success will be reported via:
4. Community Where every individual feels part of a community and where we play an active role in our own community, focusing on:	4.1 Wellbeing and Flourishing 'Between the Downs and Sea we Flourish' a. Actively support the wellbeing of staff and students knowing that 'everyone thriving' is central to our success. b. Maintain a sustainable and appropriate workload for staff and students. c. Ensure high quality and effective systems and processes that avoid unnecessary bureaucracy and optimise efficiency	• Staff Wellbeing and Absence Report • Staff Survey • Student Survey
4.1. Wellbeing		
4.2. Equity, Diversity and Inclusion	4.2 Equity, Diversity and Inclusion a. We are a College of Sanctuary committed to following the <i>Association of College's EDI Charter</i> to foster a sense of belonging amongst staff and students, creating an inclusive culture where every individual feels part of a community. b. That we play an active role in our local community to help remove barriers and raise aspirations. c. We listen to staff, students and stakeholders ensuring their experience is accessible, supportive and representative.	• EDIMS Report and Development Plan • CDP: Leadership and Resources • Staff and Student Surveys
4.3. Students as leaders and citizens		
4.4. Partnerships & Stakeholder engagement	4.3 Students as leaders and citizens a. Provide a framework of opportunities to develop the skills and confidence needed for participation, leadership, advocacy and social action, helping to develop student voice and civil society. b. Equip students to leave BHASVIC capable of contributing to and questioning the world around them.	• Student Experience SARAP • CDP: Student Experience • Student Voice Surveys
	4.4 Partnerships & Stakeholder engagement a. To further develop positive two-way relationships at all levels with other education providers, businesses, membership bodies, local authorities and government bodies. b. To respond to the impact of devolution and any changes to educational provision locally.	• CDP: Leadership and Resources • Accountability Agreement



