



2024 - 2027

STRATEGIC DEVELOPMENT PLAN

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ETHOS JLC

Following a review the Corporation has revised the ethos, mission and values of the College as it moves into its next phase.

The ethos of John Leggott College is centred on the individual. Each student at our College deserves the very best and we make it our mission to transform young people's lives through learning. This plan will cultivate the conditions on which to ensure all learners can truly reach their potential.

THE VISION AND MISSION AGREED

BY THE CORPORATION IS:

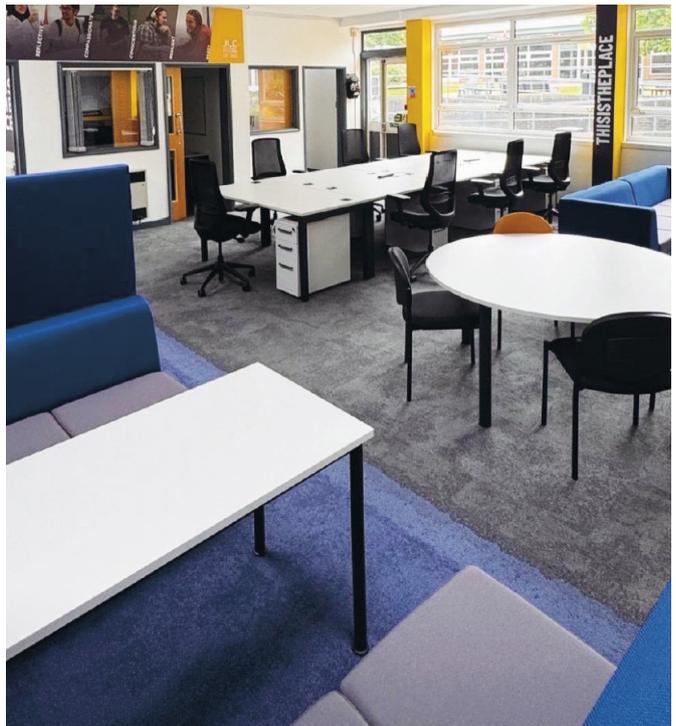
Vision: To be an outstanding provider of education that prepares its learners for progression and achievement.

Mission: To maintain an inclusive community, where the learner is at the centre of what we do, giving them a sense of belonging that challenges and inspires through consistently high-quality teaching, support and care.

John Leggott College is one of the oldest Sixth Form Colleges in the country. It has a strong local, regional and international reputation for providing high quality education at level 3. It is one of the regions strongest agents of social mobility. 40% of its learners access support to enable learning and in 2024, 31.5% of learners were accepted into a Russell Group University. It's learners are also supported into employment through our innovative upskill programme.

During the last strategic plan the college experienced:

- **A significant change in senior leadership.**
- **A full Ofsted inspection (good).**
- **A Multi Million Pound investment to refresh and improve the campus.**
- **Significant investment into IT infrastructure.**
- **Greater collaboration with local and regional partners.**
- **The Covid Pandemic.**



Following a meeting of the Corporation and wider consultation with key stakeholders the following themes will form part of the new Strategic Development Plan for 2024 to 2027:

- **Culture, Contribution, Consistency.**
- **Responsive Curriculum.**
- **Sustainability.**
- **Partnerships.**
- **Excellence.**
- **Growth.**
- **A consistent campus and wider estate.**



CULTURAL, CONTRIBUTION, CONSISTENCY

VISION

Our vision is to foster a culture of excellence, collaboration, and consistency among staff and students, where everyone feels valued and empowered to contribute to the college's success. We aim to build an inclusive and supportive environment that promotes continuous professional and personal growth, enhances engagement, and drives collective achievement.

Improving the culture, contribution, and consistency of staff and students is essential to achieving our college's mission and vision. By fostering a positive and inclusive culture, providing robust professional development, empowering students, and ensuring consistent quality across all practices, we aim to create an environment where everyone can thrive. Our commitment to these improvements reflects our dedication to building a cohesive, dynamic, and high-performing college community.

OBJECTIVES

- 1. Enhance College Culture:** Cultivate a positive, inclusive, and collaborative college culture that aligns with our values and mission.
 - 2. Professional Development:** Provide comprehensive professional development opportunities for staff to enhance their skills and effectiveness.
 - 3. Student Engagement and Empowerment:** Promote active student involvement in college life, encouraging leadership, creativity, and responsibility.
 - 4. Consistency in Quality and Practices:** Ensure consistent application of high standards and best practices across all areas of the college.
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STRATEGIES

1. Building a Positive College Culture

- Continue to develop and promote a set of core values that reflect our commitment to excellence, inclusivity, and collaboration (JL Culture).
- Recognise and celebrate achievements of both staff and students through awards, events, and communication channels.
- Foster open communication and transparency through regular forums, newsletters, and feedback mechanisms.

2. Comprehensive Professional Development

- Offer a wide range of professional development programs, including workshops, seminars, and online courses, to help staff stay current with best practices and emerging trends.
- Implement mentorship and peer-coaching programs to facilitate knowledge sharing and professional growth.

3. Student Engagement and Empowerment

- Create opportunities for student leadership through student councils/representatives, clubs, and project-based learning initiatives.
- Support student-led initiatives and activities that promote creativity, social responsibility, and community engagement.
- Provide platforms for students to voice their opinions and contribute to decision-making processes, ensuring their perspectives are valued and considered.

4. Ensuring Consistency in Quality and Practices

- Develop and enforce clear policies and procedures that uphold high standards across academic and support functions.
- Implement regular training and induction sessions for staff to ensure understanding and adherence to college policies and best practices.
- Use data and feedback to continuously assess and improve teaching methods, administrative processes, and student services.

MONITORING AND EVALUATION

- **Culture Surveys:** Conduct annual surveys to assess staff and student perceptions of college culture and identify areas for improvement.
- **Professional Development Tracking:** Monitor participation and outcomes of professional development programs, ensuring they meet the needs of staff and contribute to their growth.
- **Student Engagement Metrics:** Track student participation in leadership roles, extracurricular activities, and feedback initiatives to gauge engagement levels.
- **Quality Assurance Reviews:** Perform regular reviews of academic and administrative practices to ensure consistency and adherence to high standards.

RESPONSIVE CURRICULUM

VISION

Our vision is to develop a responsive curriculum that adapts to the evolving needs of employers, aligns with curriculum reforms, and supports learner progression. We aim to provide an education that is relevant, forward-thinking, and designed to equip students with the skills and knowledge necessary for success in their future careers and further studies.

A responsive curriculum that adapts to employer needs, aligns with curriculum reforms, and supports learner progression is essential to our college's mission. By staying attuned to the demands of the job market, incorporating educational advancements, and facilitating clear pathways for student success, we aim to provide an education that is both relevant and empowering. Our commitment to these areas reflects our dedication to preparing students for a dynamic and evolving future.

OBJECTIVES

- 1. Learner and Employer-Driven Curriculum:** Ensure our curriculum meets the current and future needs of employers, preparing students for the workforce with relevant skills and knowledge.
 - 2. Alignment with Curriculum Reforms:** Stay ahead of national and global curriculum reforms, integrating new standards and practices into our educational offerings.
 - 3. Supporting Learner Progression:** Provide clear and effective pathways for student progression to higher education, apprenticeships, and employment.
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STRATEGIES

1. Adapting to Employer Needs

- Engage regularly with local and regional employers to understand their requirements and expectations, incorporating their feedback into curriculum development particularly the focus around soft skills as identified by the LSIP.
- Offer work-based learning opportunities to staff and learners.
- Develop industry-specific upskill programs to enhance employability and readiness for the job market.

2. Aligning with Curriculum Reforms

- Monitor and respond to changes in educational policies and standards, ensuring our curriculum remains current and compliant with regulatory requirements.
- Integrate new teaching methodologies and assessment practices that reflect the latest research and best practices in education.
- Collaborate with educational bodies and other institutions to share resources and insights, ensuring a unified approach to curriculum reform.

3. Supporting Learner Progression

- Design curriculum pathways that clearly outline progression routes from entry-level courses to advanced studies and career opportunities.
- Provide robust academic advising and career counselling services to help students make informed decisions about their educational and career goals.
- Establish articulation agreements with universities and vocational institutions to facilitate seamless transitions for students.

MONITORING AND EVALUATION

- **Employer Feedback and Partnerships:** Collect and analyse feedback from employer partners to continuously improve curriculum relevance and effectiveness.
- **Curriculum Review Processes:** Implement regular curriculum reviews to assess alignment with reforms and industry standards, making necessary adjustments based on findings.
- **Progression Metrics:** Track student progression rates, including transitions to higher education, apprenticeships, and employment, to evaluate the success of our curriculum pathways.

SUSTAINABILITY

VISION

Our vision is to cultivate a sustainable environment that promotes environmental stewardship, social responsibility, and economic viability. We are committed to integrating sustainable practices into all aspects of college life to foster a culture of sustainability among students, staff, and the broader community.

By embedding sustainability into the core operations and ethos of our college, we aim to not only reduce our environmental impact but also to prepare our students to be responsible, informed citizens capable of leading sustainable practices in their future careers and communities. Our commitment to sustainability is a testament to our dedication to the well-being of both current and future generations.

OBJECTIVES

- 1. Reduce Carbon Footprint:** Achieve a 30% reduction in carbon emissions by 2030 through energy-efficient practices and renewable energy adoption.
- 2. Waste Management:** Implement a comprehensive waste reduction program to achieve a 50% reduction in waste sent to landfill by 2025.
- 3. Sustainable Curriculum:** Integrate sustainability principles into both curriculum and pastoral schemes of learning to ensure all students leave JLC with a solid understanding of environmental and social sustainability.
- 4. Community Engagement:** Foster partnerships with local organizations to promote sustainability initiatives and community projects.
- 5. Resource Efficiency:** Optimize the use of resources, including water and paper, to minimize waste and promote conservation.
- 6. Work towards the FE Climate Change Roadmap.**



STRATEGIES

1. Energy Efficiency and Renewable Energy

- Upgrade building insulation, lighting, and heating systems to enhance energy efficiency.
- Install solar panels and explore other renewable energy sources to supply a significant portion of the college's energy needs.
- Conduct regular energy audits to identify and address inefficiencies.

2. Waste Reduction and Recycling

- Implement comprehensive recycling programs across the campus for paper, plastics, glass, and electronics.
- Reduce single-use plastics by promoting reusable alternatives.
- Launch a composting initiative for organic waste generated by the college's cafeteria and gardening activities.

3. Sustainable Curriculum Integration

- Develop and incorporate sustainability-focused modules across all subject areas.
- Encourage project-based learning that addresses real-world environmental and social issues.
- Provide professional development for staff to enhance their ability to teach sustainability concepts.

4. Community and Stakeholder Engagement

- Partner with local businesses, councils, and non-profits to collaborate on sustainability projects.
- Organize community events and workshops to raise awareness and share best practices in sustainability.
- Encourage student participation in local environmental initiatives and volunteer programs.

5. Resource Management

- Install water-saving devices and promote water conservation practices among staff and students.
- Implement digital solutions to reduce paper usage and promote a paperless environment where possible.
- Monitor and report on resource usage to identify areas for improvement and track progress toward sustainability goals.

MONITORING AND EVALUATION

- **Annual Sustainability Report:** Publish an annual report detailing progress toward sustainability objectives, including energy use, waste reduction, and community engagement activities.
- **Buildings Committee:** Establish a dedicated committee to oversee the implementation of the sustainability plan, ensuring continuous improvement and stakeholder involvement.
- **Feedback Mechanisms:** Create channels for students, staff, and community members to provide feedback on sustainability initiatives and suggest new ideas.

PARTNERSHIPS

VISION

Our vision is to establish robust partnerships that enhance educational experiences, support community engagement, and foster collaborative growth. By building strong relationships with local, regional and national businesses, educational institutions, and community organizations, we aim to create a dynamic and supportive environment that benefits students, staff, and the wider community.

Through strategic and meaningful partnerships, our college aims to enrich the educational experience, support community development, and drive innovation. By working collaboratively with a diverse range of partners, we can provide greater opportunities for our students and create a more vibrant and resilient community. Our commitment to partnerships reflects our belief in the power of collaboration to achieve shared goals and foster sustainable growth.

OBJECTIVES

- 1. Enhance Educational Opportunities:** Forge partnerships that provide students with access to additional resources, learning experiences, and career opportunities.
- 2. Community Engagement:** Strengthen ties with the local community through collaborative projects and initiatives that address local needs and promote mutual growth.
- 3. Resource Sharing:** Leverage partnerships to share resources and expertise, enhancing the college's capabilities and the quality of education offered.
- 4. Innovative Collaboration:** Encourage innovative partnerships that bring new perspectives and solutions to educational and operational challenges.

STRATEGIES

1. Educational Partnerships

- Collaborate with local universities, colleges, other educational providers and schools to create pathways to improve transition and raise aspiration.
- Develop joint programs and projects with other educational institutions to broaden the curriculum, provide diverse learning opportunities and enhance support functions.

2. Community and Business Engagement

- Work with local businesses to support student entrepreneurship and provide real-world business insights.
- Partner with industry leaders to gain internships, apprenticeships, work experience and support programs.



- Establish relationships with community organizations to develop volunteer programs and service-learning opportunities for students.
- Host community events and forums to engage with local residents and address community issues collaboratively.

3. Resource and Expertise Sharing

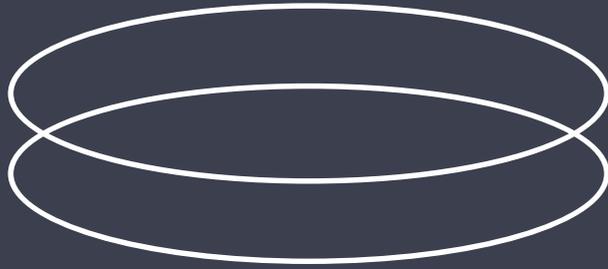
- Form alliances with organisations that can offer specialized knowledge and resources, such as technology companies, healthcare providers, and environmental groups.
- Share facilities and resources with partner institutions to maximize utilisation and reduce costs.
- Facilitate professional development exchanges with partner organisations to enhance staff skills and knowledge.

4. Innovative and Strategic Collaborations

- Pursue grants and funding opportunities jointly with partners to support innovative educational projects and research.
- Engage in collaborative research and development initiatives that address educational challenges and promote best practices.
- Develop cross-sector partnerships that bring together diverse stakeholders to tackle complex issues and drive systemic change.

MONITORING AND EVALUATION

- **Partnership Dashboard:** Maintain a dashboard to track the progress and outcomes of partnerships, including the number of students benefiting, resources shared, and community impact.
- **Regular Reviews:** Conduct regular reviews of partnership agreements to ensure they are meeting objectives and providing mutual benefits.
- **Feedback and Adaptation:** Create feedback mechanisms for students, staff, and partners to assess the effectiveness of partnerships and identify areas for improvement.



EXCELLENCE

VISION

Our vision is to achieve excellence in educational outcomes, teaching and learning, and overall learner experiences. We strive to create an environment where both staff and students are empowered to reach their highest potential, ensuring that our college is recognized for its outstanding academic achievements, innovative teaching practices, and enriching learner experiences.

Achieving excellence in outcomes, teaching and learning, and learner experiences is central to our college's mission. By focusing on superior academic results, embracing innovative teaching methods, and providing enriching experiences, we aim to create an environment where both staff and students can excel. Our commitment to these areas reflects our dedication to fostering a high-performing, innovative, and supportive educational community.

OBJECTIVES

- 1. Superior Academic Outcomes:** Attain consistently high academic results, ensuring students are well-prepared for higher education and career success.
- 2. Innovative Teaching and Learning:** Implement cutting-edge teaching methods and technologies that enhance learning and foster critical thinking and creativity.
- 3. Enriched Learner Experiences:** Provide a holistic and engaging learning experience that supports personal and academic growth.
- 4. Enhance Learner Progression:** Develop pastoral systems and opportunities to inspire learners to progress onto leading universities and employers.





STRATEGIES

1. Achieving Superior Academic Outcomes

- Set and monitor high academic standards, with regular assessments to track student progress and identify areas for improvement.
- Review and reflect sector best practice.
- Offer targeted support programs for students needing additional help, including tutoring, mentoring, and study skills workshops.
- Develop strong pathways to higher education and careers through partnerships with universities and industry leaders, ensuring students are well-prepared for their next steps.

2. Innovative Teaching and Learning

- Invest in professional development for staff to keep them updated on the latest educational research and innovative teaching practices.
- Integrate technology into the classroom, using digital tools and platforms to enhance interactive learning and engagement.
- Encourage collaborative learning through group projects, peer-to-peer teaching, and interdisciplinary courses that promote problem-solving and teamwork.

3. Providing Enriched Learner Experiences

- Develop a wide range of extracurricular activities, including clubs, sports, arts, and volunteering opportunities, to support student interests and personal development.
- Foster a supportive and inclusive environment where all students feel valued and empowered to participate fully in college life.
- Enhance student well-being through comprehensive support services, including external counselling, health services, and wellness programs, ensuring a proactive rather than reactive approach to support services.

MONITORING AND EVALUATION

- **Academic Performance Data:** Regularly collect and analyze data on student performance, progression rates to measure success and identify improvement areas.
- **Teaching Quality Assessments:** Conduct peer reviews, student feedback surveys, and classroom observations to evaluate teaching effectiveness and implement improvements.
- **Learner Voice:** Administer surveys to gather student feedback on their overall college experience, identifying strengths and areas for enhancement.

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GROWTH

VISION

Our vision is to strategically expand our student body from 1,550 to 1,800 students, enhancing the educational experience while maintaining high standards of academic excellence and student support. This growth will be managed thoughtfully to ensure that all students benefit from the increased diversity and opportunities that a larger college community provides.

Growing our student body from 1,550 to 1,800 students will enable us to offer richer academic programs, improved facilities, and enhanced support services, creating a more dynamic and inclusive learning environment. This growth will be managed with a focus on maintaining quality and ensuring that every student has the opportunity to thrive. Our commitment to strategic growth reflects our dedication to providing exceptional educational opportunities and fostering a vibrant college community.

OBJECTIVES

- 1. Increase Enrolment:** Achieve a student population of 1,800 by 2027 through targeted recruitment efforts and retention strategies.
 - 2. Enhance Academic Offerings:** Expand and diversify academic programs to attract a broader range of students and meet evolving educational needs.
 - 3. Improve Facilities and Resources:** Upgrade and expand facilities and resources to accommodate a larger student body and enhance the learning environment.
 - 4. Strengthen Support Services:** Ensure that student support services scale appropriately to maintain high levels of student satisfaction and success particularly in pastoral care and mental health.
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STRATEGIES

1. Targeted Recruitment and Marketing

- Develop and implement a comprehensive marketing plan to reach potential students through digital, print, and community outreach.
- Foster relationships with local schools and educational advisors to encourage student referrals.
- Highlight unique programs, extracurricular activities, and success stories to attract prospective students.

2. Program Expansion and Innovation

- Introduce new academic programs and specializations that align with student interests and job market demands.
- Expand vocational and technical training options to cater to diverse career paths.
- Invest in online and hybrid learning opportunities to attract non-traditional students and those seeking flexible learning options.

3. Facilities and Infrastructure Development

- Enhance classroom, laboratory, visual arts areas and study spaces to support the increased student population.
- Enhance technology infrastructure to ensure all students have access to modern educational tools and resources.
- Improve campus amenities, including dining, recreation, and transportation options, to support student life.

4. Enhanced Student Support Services

- Scale up academic advising, pastoral care, career counselling, and mental health services to ensure personalized support for all students.
- Increase support for extracurricular activities and student organisations to foster a vibrant campus community.
- Implement retention initiatives, such as peer mentoring and academic support programs, to help students succeed.

MONITORING AND EVALUATION

- **Enrolment Metrics:** Track enrolment numbers, application rates, and retention statistics to measure progress toward growth targets.
- **Student Satisfaction Surveys:** Conduct regular surveys to gather feedback on student experiences and identify areas for improvement.
- **Facility Usage Reports:** Monitor the usage and effectiveness of new and expanded facilities to ensure they meet student needs.
- **Support Services Assessments:** Evaluate the effectiveness of student support services through usage data, feedback, and success outcomes.

A CONSISTENT CAMPUS AND WIDER ESTATE

VISION

Our vision is to create a consistently high-quality and improved campus environment that supports academic excellence, enhances student and staff experiences, and serves as a sustainable and welcoming community hub. We aim to develop and maintain a campus and wider estate that reflect our commitment to innovation, sustainability, and inclusivity.

A consistently high-quality and improved campus and wider estate are essential to our mission of providing outstanding education and fostering a supportive and engaging community. By focusing on modernization, sustainability, accessibility, and community integration, we aim to create a campus that not only meets the needs of our students and staff but also serves as a beacon of excellence and inclusivity for the broader community. Our commitment to these improvements reflects our dedication to building a vibrant, sustainable, and inclusive educational environment.

OBJECTIVES

- 1. Campus Modernisation:** Upgrade existing facilities and infrastructure to provide state-of-the-art learning and teaching environments.
 - 2. Sustainable Development:** Implement environmentally sustainable practices in campus development and operations to minimize our ecological footprint.
 - 3. Enhanced Accessibility and Inclusivity:** Ensure all campus facilities are accessible and inclusive, meeting the diverse needs of our college community.
 - 4. Community Integration:** Develop the campus and wider estate as a vibrant community hub that fosters strong connections with local residents and organisations.
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STRATEGIES

1. Infrastructure and Facility Upgrades

- Renovate and modernise classrooms, laboratories, Visual arts and study areas to support contemporary teaching and learning methods.
- Develop new multi-purpose spaces that can be used for academic, social, and extracurricular activities.
- Enhance campus safety and security systems to ensure a safe environment for all students, staff, and visitors.

2. Sustainability Initiatives

- Incorporate green building practices in all new construction and major renovations, aiming for high sustainability standards such as BREEAM certification.
- Implement campus-wide energy efficiency measures, including LED lighting, energy-efficient heating and cooling systems, and renewable energy installations.
- Develop green spaces and promote biodiversity through landscaping projects and the creation of gardens and green roofs.

3. Accessibility and Inclusivity Enhancements

- Conduct accessibility audits of all campus facilities and implement necessary improvements to ensure compliance with the Equality Act 2010.
- Design inclusive spaces that accommodate the needs of all students, including those with disabilities and diverse learning requirements.
- Promote inclusivity through the design of social spaces, ensuring they are welcoming and adaptable for a variety of uses.

4. Community Engagement and Integration

- Open campus facilities to the local community for events, workshops, and recreational activities, fostering a sense of shared ownership and engagement.
- Partner with local businesses and organizations to develop community-focused projects and initiatives.
- Promote the campus as a cultural and educational resource for the wider community through public lectures, exhibitions, and performances.

MONITORING AND EVALUATION

- **Facility Condition Assessments:** Regularly assess the condition and functionality of campus facilities to ensure they meet high standards and support ongoing improvements.
- **Sustainability Reports:** Publish annual sustainability reports detailing progress on energy use, waste reduction, and other environmental initiatives.
- **Accessibility Reviews:** Conduct periodic reviews of accessibility features and gather feedback from students and staff to identify areas for enhancement.
- **Community Feedback Mechanisms:** Establish channels for community members to provide input on campus development and participate in decision-making processes.

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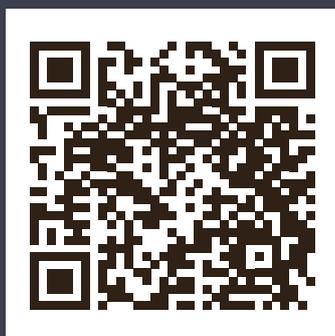
CREATIVE
CURIOUS
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READY

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