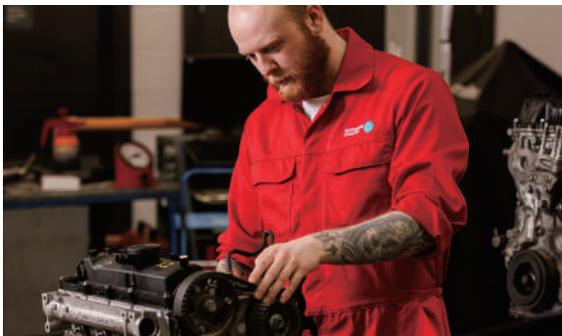


**GATESHEAD  
COLLEGE**



# OUR STRATEGIC PLAN.





NEWCASTLE  
EAGLES  
SCHOOL OF BASKETBALL

TARMAK  
R100



# FOREWORD.

We are delighted to share the Gateshead College strategic plan.

Developed together with learners, colleagues, partners and communities through surveys, interviews, and community conversations, we have listened carefully to their views and what they need from us. The outcome is a vision which captures our collective ambition to make sure everyone can thrive and benefit from the opportunities available at Gateshead College.

The plan sets out our purpose and is supported by four clear strategic priorities – Learners, People, Partnership and Sustainability – that provide a clear focus and framework for our future. These are underpinned by a strong set of values which will shape not just what we do, but how we do it.

Our longstanding ethos of Employment Edge remains. This has underpinned our decisions and actions for many years and is as relevant today in meeting skills needs as it ever was. Embraced by everyone across Gateshead College, it is the constant that will ensure our learners have the best chance of getting a job, starting a business and progressing their career.

Our contribution to developing a stronger, fairer and greener North East is significant and a responsibility we take seriously. Whilst our environment is constantly changing and challenging we will continue to adapt, working together to ensure our learners, colleagues, partners and communities can flourish now and in the future.

Importantly, we want our plan to reflect the joy of learning and being in Gateshead College; providing an environment where everyone feels valued for being themselves and can enjoy studying and working with dedicated colleagues is fundamental to our ambitions.

It is a privilege to be part of an organisation which is full of enthusiastic, talented learners and committed and passionate colleagues. This plan charts our way ahead and by working together we can make it happen.



A handwritten signature in black ink that reads "David Alexander". The signature is fluid and cursive, written over a light blue background.

David Alexander  
Principal & CEO

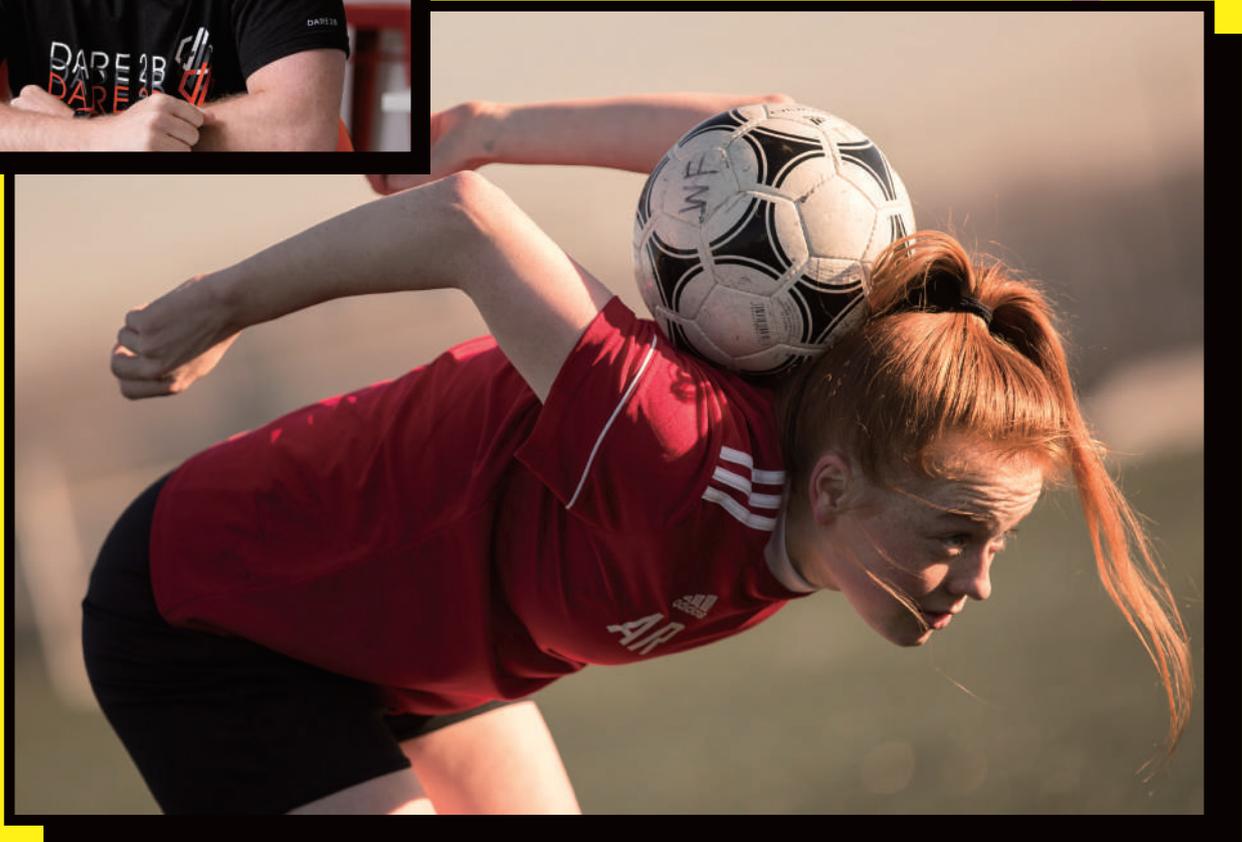


A handwritten signature in black ink that reads "Sarah Stewart". The signature is written in a cursive style, with the first letters of the first and last names being capitalized.

Sarah Stewart  
Chair of Governors

# PURPOSE.

To develop skilled,  
confident learners who  
succeed in work and life.



# VISION.

To be at the heart of a thriving community, helping people to achieve their full potential and gain the employment edge.





# ETHOS.

## Employment edge

Industry inspired education that combines high quality learning with real world skills helping all learners, whatever their age, background or starting point, develop the confidence, personal and professional skills to be successful.

Gateshead College learners will have the best chance of getting a job, starting a business and progressing in their career; an employment edge that will set them apart.





# STRATEGIC PRIORITIES.



## LEARNERS

To support and inspire every learner to make the most of their talents, skills and opportunities. We will encourage them to work hard and enjoy their time with us.

## PEOPLE

To be the place where people want to work, feel valued and share a passion to help our learners succeed.

## PARTNERSHIP

To work in partnership with organisations, businesses and communities to create the best opportunities for our learners.

## SUSTAINABILITY

To be a resilient organisation which takes positive action to address climate change, creating a better environment for our learners, our people and future generations.





# LEARNERS.

**To support and inspire every learner to make the most of their talents, skills and opportunities. We will encourage them to work hard and enjoy their time with us.**

## **We will:**

- Deliver excellent teaching, learning and assessment providing the knowledge, skills and behaviours learners need to make the most of opportunities in work and life. We will instil the belief that hard work wins, that they are capable of more than they ever thought and give every learner the employment edge.
- Offer an ambitious, industry driven curriculum which meets local and regional priorities, embraces lifelong learning and is developed in partnership with employers. It will be flexible, personalised and provide opportunities for learners at every stage of their life and career.
- Provide high quality careers advice and guidance which helps learners see all the opportunities available, empowers them to determine their future and raises their aspirations and ambitions.
- Ensure an environment exists where all learners feel they belong, where they are valued for being themselves and where there are no barriers to their success. We will champion diversity and inclusivity and work hard to meet the needs of all our learners.
- Work in partnership with other agencies and organisations to support the mental health and wellbeing of all learners so they can grow, achieve and enjoy their time with us.
- Continually review and develop our support services to help learners meet challenges and overcome barriers, enabling them to access their studies and achieve.
- Listen to learners and ensure everyone has the confidence and opportunity to share their views.





GATESHEAD COLLEGE 

GATESHEAD COLLEGE 



# PEOPLE.

**To be the place where people want to work, feel valued and share a passion to help our learners succeed.**

**We will:**

- Attract and retain great people who enjoy their jobs, live our values and share our ambitions for learners.
- Ensure Gateshead College is a place where diversity is celebrated, people feel they belong and are valued for being themselves. Our inclusive culture will promote equality and ensure people feel supported throughout their career.
- Engage with everyone across the college and be a place where people are listened to, respected and able to make an impact.
- Provide support for everyone to continually develop their skills, knowledge and talents so they can be the best at what they do, effectively respond to challenges and opportunities, and deliver high quality outcomes.
- Develop our teachers so they can continue to provide the highest quality learning experience, keep their networks and industry skills current and deliver education with employment edge.
- Prioritise health and wellbeing providing support, respecting work life balance and creating a culture and environment that promotes good mental health.
- Create an environment where people are encouraged and empowered to be creative and implement new and better ways of doing things. Listening and learning from each other will be at the core of what we do, so we can continuously adapt, improve and innovate.



# PARTNERSHIP.

**To work in partnership with organisations, businesses and communities to create the best opportunities for our learners.**

**We will:**

- Encourage partnership working throughout the college; working together for the benefit of learners being at the heart of everything we do.
- Be a trusted partner who is connected to employers and our wider community, sharing our skills, time and resources to help shape inspiring places for everyone to learn, work and live.
- Secure beneficial partnerships that deliver positive outcomes for our learners.
- Listen to the needs of local and regional partners, employers, organisations and communities so we remain informed and able to anticipate and respond to change.
- Collaborate actively with others, sharing our expertise and knowledge to inform the skills agenda and shape current and future workforce plans. Together we will meet skills needs and nurture talent for new and emerging sectors.
- We will play our part in helping our community flourish and in creating a stronger, fairer and greener North East where more people have the opportunity to achieve their full potential.



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# SUSTAINABILITY.

**To be a resilient organisation which takes positive action to address climate change creating a better environment for our learners, our people and future generations.**

## **We will:**

- Maintain strong financial health so we can continue to invest in the success of our learners.
- Continually develop our workforce so that we can anticipate and respond to challenges and adapt in a changing environment.
- Manage and mitigate risk so we can meet current and future challenges successfully.
- Take a college-wide approach to tackle climate change. We will set targets, implement actions and encourage behaviours which reduce our carbon footprint and instil working practices which reduce waste, save energy and promote environmental sustainability.
- Prepare our learners for a world impacted by climate change, providing them with skills, knowledge and experiences so that they can actively engage in promoting sustainability and secure jobs in the green economy.
- Provide high quality, safe and accessible campuses which are equipped to inspire learners and help them develop their skills, knowledge and talent.
- Embrace digital transformation to develop our skills base, build a smarter working environment, encourage partnership and collaboration, and support a high quality learner experience.
- Ensure robust and effective governance is in place, with oversight provided by a skilled, knowledgeable and ambitious Board with collective responsibility and accountability for the college and its business.



# VALUES.

## **Respect others**

We are kind and considerate to everyone.

## **Take responsibility**

We act honestly and do what we say we'll do.

## **Have courage**

We give things a go and stand up for what is right.

## **Be creative**

We are open minded and explore new ways of doing things.

## **Work together**

We value our differences and learn from each other.



**TOGETHER**  
**WE'LL MAKE**  
**THIS HAPPEN.**