

**The
Sheffield
College**



2021-2025

**Transforming lives
through learning**
Strategic Plan

**GO
FURTHER
GO**

WELCOME

Further education transforms the lives of young people and adults through learning and creates opportunities that some may never have thought possible.

At The Sheffield College, we're proud of the fact that further education colleges in England educate and train 2.2 million young people and adults every year.

Colleges also educate more young people than state funded schools, according to the Association of Colleges, and more large employers train their staff via colleges than via universities.

The Sheffield College is no exception, being one of three anchor education institutions in the city alongside both of the universities.

We know that education drives opportunities and transforms life chances and careers. We are immensely proud to be at the heart of our fantastic city and communities.

Our new Strategic Plan 2021-2025 sets out how we intend to accelerate that via four

key ambitions based on learning, people, partnerships and sustainability.

At The Sheffield College, we focus on careers not just courses. Our students achieve so much more than a qualification - growing in aspirations and confidence and looking to the future with optimism.

The majority of our students are local and are the city's talent pool and employees of the future. We offer a huge range of vocational, technical and academic qualifications to help young people and adults go further from entry through to degree level.

We work with around 2,400 employers and are the largest apprenticeship provider in the city and South Yorkshire Mayoral Combined Authority.

We have made great strides with award-winning initiatives and thanks to the dedication and commitment of our amazing staff - but we are not complacent. We want to achieve more.

Our new strategy demonstrates our students first ethos and commitment to increasing our positive impact on the communities that we serve and being part of the skills-led pandemic economic recovery that our city, region and country urgently need.



Angela Foulkes
Chief Executive and Principal,
The Sheffield College

OUR REGION AND THE COMMUNITIES WE SERVE



KEY:

1. Barnsley
2. Doncaster
3. Rotherham
4. Sheffield

The Sheffield College is a large General Further Education College in the South Yorkshire Mayoral Combined Authority, providing high quality academic, technical and vocational training to enhance qualifications, skills and employability across the region.

We are very proud of the communities we serve and feel privileged to be an anchor institution in the region. Our students first ethos underpins everything we do and is the driving force behind our mission to transform lives through learning.

- Sheffield has a population of approximately 575,000 and is the third largest English district by population
- Unemployment in the city, including youth unemployment, and the proportion of adults without any formal qualifications is above the national average
- The proportion of workless households is significantly greater than the Yorkshire and Humber average
- The local economy retains a strong advanced manufacturing sector but most employment is within the service sector, particularly in health, social care and finance
- Our student population draws from a wide range of areas across the city but predominantly from areas of significant deprivation
- Of the aged 16+ population in the South Yorkshire Mayoral Combined Authority, 49% are male and 51% female

- The South Yorkshire Mayoral Combined Authority has a slightly younger age profile than the national average, with 15% of those aged over 16 being under 24 years old, compared to 13% nationally
- There is less ethnic diversity in the South Yorkshire Mayoral Combined Authority, with 92.8% of the 16+ population being white, compared to 86% nationally
- A higher proportion of the working age population in the South Yorkshire Mayoral Combined Authority are classed as EA core or work-limiting disabled compared to the national average, with rates particularly high for females
- Skills levels in the South Yorkshire Mayoral Combined Authority lag national levels, with fewer residents qualified to NVQ Level 4 or above and more with no qualifications than nationally
- On average, students who achieve a Level 3 qualification will earn £6,888 a year more than someone with no formal qualifications in the South Yorkshire Mayoral Combined Authority. This equates to approximately £261,000 in higher earnings over a working lifetime

*Source: Annual Population Survey 2019 and EMSI Economic Impact Study 2019



CASE STUDY

“**WHEN I ARRIVED AT THE SHEFFIELD COLLEGE, I HAD NO QUALIFICATIONS TO MY NAME. IT WASN'T POSSIBLE TO GO TO SCHOOL IN SYRIA FOR A LONG TIME. NOW I HAVE LEARNT A NEW LANGUAGE, ACHIEVED HIGH GRADES AND AM LOOKING FORWARD TO GOING TO UNIVERSITY.**”



Lodmilla
Applied Science
student



Our mission:

TRANSFORMING LIVES THROUGH LEARNING

Our vision:

By 2025, we will be leaders in technical and academic education, creating exceptional opportunities for the communities that we serve to realise their aspirations.

Our Strategic Plan 2021-2025 clearly outlines our aims and ambitions as a college.

The strategy has four key themes against which progress and impact will be measured:

- Learning
- People
- Partnerships
- Sustainability

KEY THEMES

We are:

LEARNING

Our ambition

To be recognised as a provider of high quality education and training by our communities and partners.



Our intent

We will:

1.1

Help students to 'Go Further,' putting them at the heart of everything we do

1.2

Have high aspirations and a culture of success, through a strong focus on excellence and continuous improvement

1.3

Celebrate and value diversity in a safe, supportive and inclusive learning environment

1.4

Support students to progress well through personalised learning, feedback and assessment approaches



1.5

Enable students to achieve their chosen next steps of study or employment, through flexible progression routes in a curriculum that anticipates and responds to local, regional and national priority needs

1.6

Listen to students, so that their views have a big influence on decision making within the college

1.7

Help students to achieve the best possible outcomes, gain industry specific skills, knowledge and behaviours for an ever-changing world



CASE STUDY

“
**I FEARED MY DISABILITY
WOULD STOP ME FROM
DOING MY COURSE DUE TO
PHYSICAL RESTRAINTS, BUT
THE SHEFFIELD COLLEGE
HAVE SUPPORTED ME
THROUGHOUT AND GIVEN ME
THE CONFIDENCE TO CONTINUE
ONTO MY NEXT STEP.”**

Maddox
Media Make-up
student





Stuart
Essential Digital
Skills student



CASE STUDY

“STUDYING AT THE SHEFFIELD COLLEGE HAS CHANGED MY LIFE. IT HAS ALLOWED ME TO WORK TOWARDS GOALS I THOUGHT WERE IMPOSSIBLE AT A LATER AGE IN LIFE.”

LEARNING CELEBRATING SUCCESS

THE STORY SO FAR ...



We received Pearson's **College of the Year** Bronze Award 2021 for our 'careers not courses' ethos that prepares students to go further

We are recognised as a **Google Reference School**. Reference Schools are recognised by **Google** for their outstanding use of technology to drive positive learning outcomes



The college received a national award for our contribution to widening access for students to higher education. **The National Education Opportunities Network (NEON)** Awards celebrate the transformative power of higher education and its contribution to social mobility and The Sheffield College won **2021's School or College Widening Access Award** category



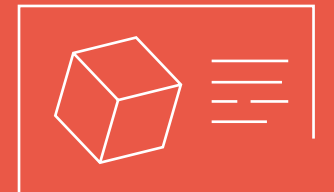
The proportion of high grades achieved by A Level students has **increased for the third consecutive year**, resulting in a Value Added score of 0.72

We are extremely proud of our Students' Union Officer, Niamh Brownhill, who was named Role Model of the Year in the **Queer Student Awards 2021** for the work she has done championing all matters LGBTQ+ at the college and beyond



The Sheffield College were proud to be named as a finalist in the **Careers and Enterprise Company Award** for Innovation in Careers and Enterprise category at the 2021 **AoC Beacon Awards**. The Beacon Awards celebrate the best and most innovative practice among UK further education colleges each year and the award category celebrates outstanding examples of careers education and guidance

In 2021 we won a **national education award** for our trailblazing partnerships with employers and use of technology to adapt to the pandemic. The college won the **employer engagement category of the Edufuturists Awards**. The awards celebrate innovative educators in the UK and beyond, including schools, colleges and universities connecting education with industry



KEY THEMES

We are:

PEOPLE

Our ambition

To be a place where people want to work,
recognised for our inclusive and aspirational ethos.



Our intent

We will:

2.1

Continue to build strong values that are clearly understood and shared by all staff, with a focus on high expectations and continuous improvement

2.2

Recruit diverse and talented people that share our vision and values, through a strong employer brand, attractive job roles and a fair and rigorous selection process

2.3

Support all our people to achieve and maintain their well-being and their best performance, through a clear performance and development framework and continued investment in relevant high quality training

2.4

Support all our people to have a good work life balance through a combination of flexible working options and continuous review of our working practices



2.5

Provide clear career pathways for staff and identify and support talented people to develop and progress within the college, encouraging the development and promotion of minority groups

2.6

Continue to communicate well with our workforce, as well as listening to and acting on their voice - including amplifying the voice of underrepresented groups

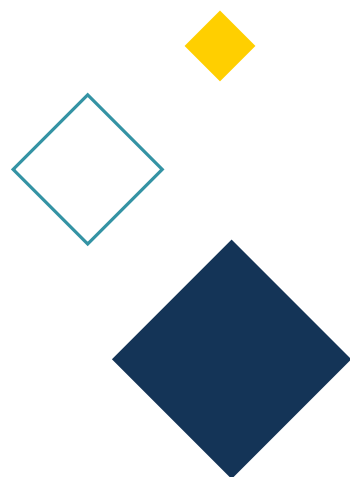
2.7

Reward and recognise all our people in a fair, transparent, but flexible way



CASE STUDY

“**I FEEL LUCKY TO BE PART OF A WORKFORCE WHERE I AM ENCOURAGED TO TAKE PART IN PROFESSIONAL DEVELOPMENT TO ENSURE I AM GAINING SKILLS AND CAN EXCEL WITHIN MY ROLE.**”



Summer
Industry Placement Coach



PEOPLE CELEBRATING SUCCESS

THE STORY SO FAR ...



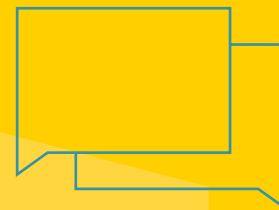
We have achieved the **Leaders in Diversity Award** from the National Centre for Diversity. The award recognises that the college goes above and beyond in our commitment to the FREDIE values of fairness, respect, equality, diversity, inclusion and engagement

Our staff are industry experts and have been shortlisted and **won a range of awards and accolades** in their fields. Recent successes include wins in the catering, floristry and journalism sectors



We are ranked among the top 100 inclusive workplaces in the country. **In 2021 we were ranked 25th in the National Centre for Diversity's Top 100 Most Inclusive Workplaces Index 2021**, with a rise of 76 places since the previous year. This represents the biggest ever increase in a single year by any organisation in the history of the index

25TH



The college holds the **Disability Confident Leader award** which recognises the college's commitment to supporting staff with a disability

The college has a commitment to Continued Professional Development for staff and is proud of its Digital Development programme which aims to ensure that all college staff have the digital skills they need to **drive innovation in learning** and beyond. As of 2021, almost 600 staff had completed the programme to date



We were proud to sign the AoC's Mental Health and Well-being charter to pledge our intention to **support the well-being of every member of staff and student**

Joe
Lecturer



CASE STUDY

“
AS A FORMER STUDENT WHO THRIVED IN THE STUDENTS FIRST ETHOS AT THE SHEFFIELD COLLEGE, IT IS A PLEASURE TO BE A PART OF A YOUNG PERSON’S DEVELOPMENT AND SEE THEIR TRANSFORMATION, REGARDLESS OF THEIR STARTING POINT OR CHALLENGES.”

KEY THEMES

We are:

PARTNERSHIPS

Our ambition

To play a leading role locally, regionally and nationally, with a reputation as a strong and reliable partner.



Our intent

We will:

3.1

Be recognised for the provision of high quality, employment focused technical education and skills

3.2

Be a first choice with employers for education and training provision

3.3

Engage with, inform and influence the skills agenda locally and nationally through partnerships and relationships with relevant stakeholders



3.4

Establish college business centres in key priority areas with partner employers

3.5

Use our position as an anchor institution in the city to make a significant contribution to a) the development of the South Yorkshire Mayoral Combined Authority economy; and b) social cohesion and inclusion of all communities

3.6

Promote and celebrate the impact of our partnerships on the achievements of our students, staff and the college



CASE STUDY

“**THE EMPLOYER SKILLS ACADEMIES ARE ALREADY CHANGING LIVES. FEEDBACK FROM BOTH THE STUDENTS AND THE SHEFFIELD CHAMBER OF COMMERCE ACADEMY HAS EXCEEDED ALL EXPECTATIONS AND I KNOW WHAT’S COMING NEXT IS GOING TO BE EVEN BIGGER AND BETTER.**”



Steve
Employer Academy Sponsor

CASE STUDY

“**MY CAREER DREAM IS TO BECOME A CYBER SECURITY EXPERT AND I AM MOST INTERESTED IN DEVELOPING PRACTICAL SKILLS IN THE WORKPLACE. I’M LEARNING ABOUT ALL ASPECTS OF THE BUSINESS AND HAVE FELT VERY WELCOME AT MILLGATE.**”

Josh

Apprentice at Millgate Ltd.
and former Employer Skills
Academy student



PARTNERSHIPS CELEBRATING SUCCESS

THE STORY SO FAR ...

The college are privileged to partner with **UNIHEADS**, a **mental health platform** open to 15,000 of our students. 88% of users to date reported that the initiative improved their knowledge in relation to managing their mental health



17

The college has partnered with a host of local, regional and national businesses to create Employer Skills Academies. The academies are an **innovative teaching and learning programme that provide outstanding technical and professional education** for college students with the aim of preparing students for work. We currently have 17 live Employer Skills Academies covering a variety of sectors and subject areas from construction to professional make-up and catering



The Sheffield College is leading a South Yorkshire consortium to offer Skills Bootcamps – part of the government’s Lifetime Skills Guarantee and Plan for Jobs. Over 16,000 adults UK wide will have the **opportunity to upskill or re-train** as part of the project

We are one of the leading partners on the Laptops for Kids project. The project aimed to **close the digital learning divide during the pandemic** by working with companies across the city to provide refurbished digital devices to young people in our region



We are proud to be part of the South Yorkshire College’s Group. The group comprises of a number of local colleges who aim, through our collective expertise and ambition, to **boost the skills of the region’s current and future workforce**, drive growth that is vital to our local economy and enhance opportunities across our region

We are a gateway provider for the Government’s Kickstart scheme, which is providing fully subsidised job opportunities for young people aged 16-24. The Kickstart Scheme is a £2 billion fund to **create hundreds of thousands of 6-month jobs for young people**. At the time of going to print, we had created 130 vacancies for local young people

130

EMPLOYER SKILLS ACADEMIES PARTNERS

The college has partnered with a host of local, regional and national businesses to create Employer Skills Academies.

The academies are an innovative teaching and learning programme that provide outstanding technical and professional education for college students with the aim of preparing students for work. We currently have 17 live Employer Skills Academies covering a variety of sectors and are proud to partner with some incredible companies to work together to create opportunities for young people in our region.



The Sheffield College

Employer Skills Academies



KEY THEMES

We are:

SUSTAINABILITY

Our ambition

To be a financially and environmentally sustainable organisation.



Our intent

We will:

4.1

Increase the number of students achieving qualifications and other outcomes, through targeted growth in our key markets and a strong commercial offer

4.2

Develop and implement a long-term green strategy to include a green skills curriculum and environmentally sustainable operations within the college

4.3

Provide excellent facilities and a great environment – both actual and virtual - for learning, teaching and assessment



4.4

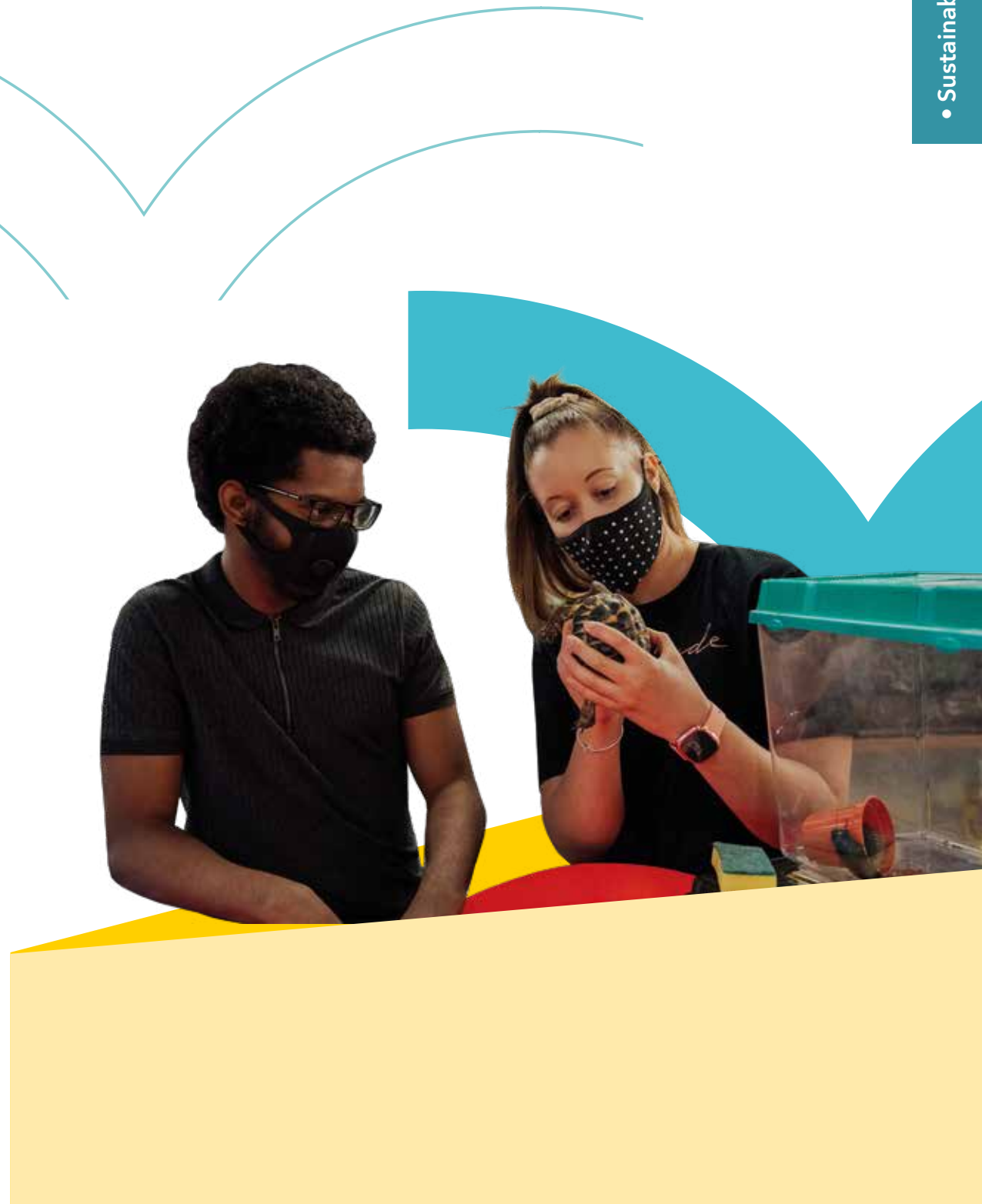
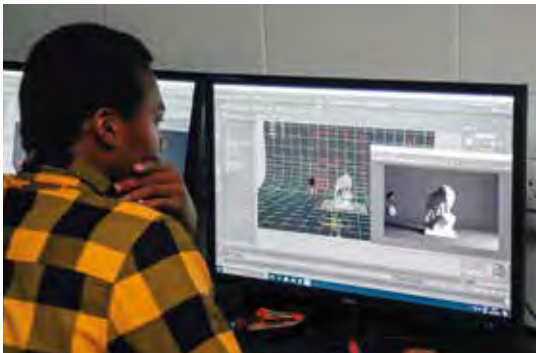
Remain financially strong

4.5

Provide an efficient, effective and enjoyable working environment

4.6

Benchmark widely, so that we know how well we are doing in comparison to others in our sector



Harriet
Photography student



CASE STUDY

“**THE SHEFFIELD COLLEGE HAS HELPED LAUNCH MY CAREER WITH GREAT SUPPORT AND INDUSTRY STANDARD EQUIPMENT AND FACILITIES. THIS HAS LED TO ME BEING A MATCH DAY PHOTOGRAPHER AT SHEFFIELD WEDNESDAY WHILE IN THE PROCESS OF COMPLETING A DEGREE IN PHOTOGRAPHY.**”

SUSTAINABILITY

CELEBRATING SUCCESS

THE STORY SO FAR ...



The college's **students first ethos** means that we are constantly driving improvements to our estate. More recently this has included the launch of a dedicated space for our Sheffield Sixth Form and the launch of a new campus, Pennine 5, for some of our adult provision

In order to create more learning space for students, we have recently revolutionised the way our Professional Services team works by creating more **flexible and innovative working environments** and changing the way our non-teaching staff work



We are proud to be rated as having **'Good' financial health** by the Education and Skills Funding Agency

The college is currently championing a **new 'Green' curriculum and strategy** which will support environmental objectives across the region and country



£4
MILLION

In partnership with our Local Enterprise Partnership (LEP), we have recently **invested almost £4 million** into our Olive Grove and City Campuses. This investment will further advance our Computing and Engineering curriculums and includes new robotics and automation technology



The Sheffield College



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All information is correct at time of print. Data and statistics are taken from Annual Population Survey 2019 and EMSI Economic Impact Study 2019.

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If you need this guide in any other format, please get in touch.