

CCG

Chichester
College
Group

STRATEGIC PLAN

2023-2026

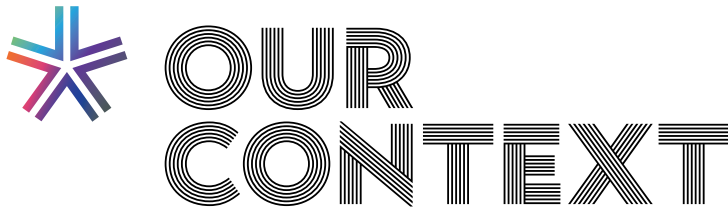
A people business,
delivered by people, to people

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The logo features a stylized starburst icon on the left, composed of several colored lines (blue, green, yellow, red, purple) radiating from a central point. To the right of the icon, the words "OUR" and "CONTEXT" are stacked vertically. Both words are rendered in a bold, uppercase, sans-serif font with a unique multi-line or 'hollow' effect, where each letter is formed by multiple parallel lines.

Chichester College Group (CCG) was formed in 2017 when Chichester College merged with what was Central Sussex College. This created a group of 3 Further Education Colleges. In the summer of 2022, CCG completed its latest merger with what was Greater Brighton Metropolitan College to create a group that is a £108million turnover business. It consists of a number of different areas of provision.

At the heart of the group are the seven Further Education (FE) colleges delivering education to 35,000 students from age 16 plus (plus some 14-16 provision delivered on behalf of the local authorities). Within this area we are also the lead partner for the Sussex and Surrey Institute of Technology. The Colleges teach from foundation level to degree level and professional courses up to level 7.

In the area of early years education, we have our First Steps Childcare Group, a well-established and high-quality provider of childcare and education to children aged from birth to 4. In our educational services area, we have Anglia Examinations, an awarding body that delivers over 90,000 English language exams across the globe. Chichester College Group is also a large provider of international education both in the UK and overseas. There are two halls of residence at the Chichester campus and, with a wide use of homestay across the group, attracts around 2000 international students per year, making a significant contribution to the local economy. There is a commercially run Sports Centre at the Chichester campus, extensive lettings of conference and other spaces across the 10 sites and a working farm at our Brinsbury campus.

The diagram on page 12 of this document shows the structure of Chichester College Group.

This strategic plan was created by the Governing Body and the Executive team of CCG post-merger in 2022 to align the new group and create a visionary and ambitious plan to move CCG through the next three years. Each individual college has its own strategic plan, and these are underpinned by comprehensive business plan for each

provision type; Higher education, 16-19, adults and apprenticeships. These plans show the details SWOT analysis and the three-year operational plans to achieve our strategic objectives. There are also business plans for each of our commercial areas.

CCG is passionate about changing lives through learning and providing our young people, adults and apprenticeships with an outstanding experience that improves their confidence and develops their skills. Our job is to get them their dream University Place and/or their dream job, enabling their life skills to fulfill their potential in society. The group is a community resource based in its community for its community. Our desire is to support economic prosperity, develop our community cohesion and create awesome human beings who understand that being kind to others and adding value to their community is important. We work in partnership with all of our stakeholders, with collaboration at the heart of all activities to provide the best for our students, the best for our customers. We thank all our stakeholders for all their support in achieving this strategic plan.

Many thanks,

Helen Kilpatrick - Chair of Governors
Andrew Green - Chief Executive Officer





OUR PURPOSE

Changing Lives Through Learning

OUR PROMISE

We do this by:

- 1 Inspiring all our students to grow in confidence and improve their life, work and learning skills
- 2 Delivering outstanding teaching, learning, support and student/customer experiences
- 3 Offering an innovative and enriching range of courses and services that meets the needs of our local, regional, national and international communities
- 4 Working with our communities to grow economic prosperity and improve our social impact
- 5 Living our values through our behaviours
- 6 Providing our people with a stimulating and rewarding place to work and provide the relevant professional development to all
- 7 To conserve and enhance natural resources and reduce its carbon footprint to reach net zero emissions by 2050





OUR VISION

To consistently exceed students and customers' expectations in every interaction

WHAT MAKES US SPECIAL?

We place our students at the heart of all we do - action not words

Our staff have a relentless focus on delivering outstanding teaching, learning and support



OUR PURPOSE

Changing Lives Through Learning

OUR CORE VALUES



Learning and support are our prime focus



Kindness and compassion at the heart of all we do



Trust, respect and integrity



Commitment to our vibrant inclusive community



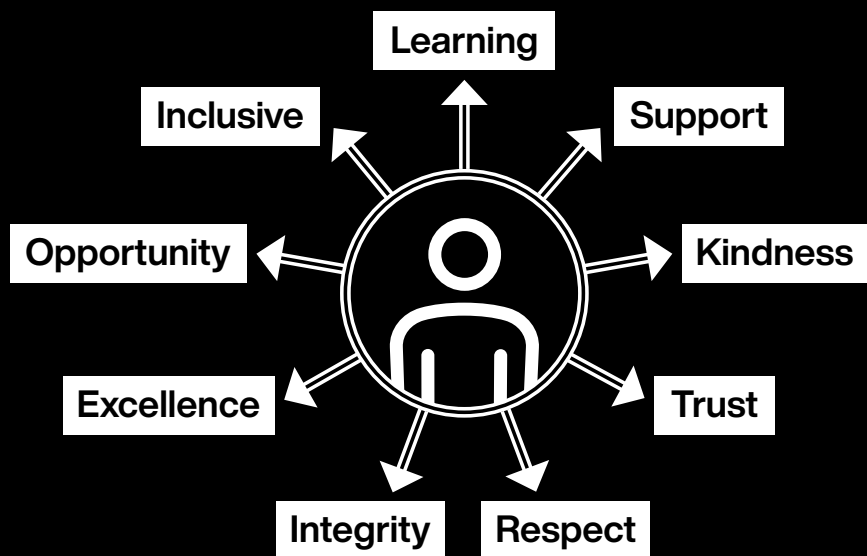
Excellence in all that we do



Opportunities for all



WHO WE ARE





OUR OBJECTIVES

STUDENT AND CUSTOMER EXPERIENCES

Our objective:

To be the best we can possibly be

Our success will be celebrated when:

- 1 Ofsted outstanding for our FE colleges by 2025
- 2 Silver TEF for our Higher Education provision by 2025
- 3 Ofsted outstanding in First Steps Childcare Group nurseries as each one is inspected
- 4 A positive British Council inspection for our “International Business” by 2025
- 5 At least 90% student satisfaction rating for FE colleges and HE provision
- 6 At least 90% of FE, apprenticeships, and HE students’ progress to work or further study
- 7 At least 90% of employers rate their satisfaction working with CCG as good or better
- 8 Outstanding Ofsted in the next Care Standards inspection by 2025
- 9 The confidence and curiosity of our students and children improves over their period of study (measured pre and post course)



CURRICULUM AND SERVICES

Our objective:

Our curriculum makes a strong contribution to meeting the needs of our local, national and international communities

Our success will be celebrated when:

- 1 Our curriculum delivers the skills needed for now and for the future, including digital skills
- 2 Our curriculum uses innovative and agile methods or settings to inspire young people, adults and apprentices and prepare them for their next steps
- 3 Our learning programmes have sustainability as a core component
- 4 Our learning programmes are co-designed with relevant employers and/or industry bodies
- 5 Our learning programmes are designed in response to the Local Skills Improvement Plan



OUR OBJECTIVES

FINANCIAL HEALTH AND RESOURCES

Our objective:

To be financially strong and entrepreneurially agile

Our success will be celebrated when:

- 1 Our planned budget to generate sufficient cash for investment in people, buildings, equipment, planned maintenance, growth, research and development
- 2 Our financial health to be “good” or better in the ESFA standards for financial health by 2024 and in 2025
- 3 Our commercial businesses of International, Anglia and First Steps Childcare Group achieve strong growth as set out in the relevant business plans (with appropriate investment)
- 4 Our services and curriculum are delivered to achieve value for money, and our student experience strategic objectives



OUR PEOPLE

Our objective:

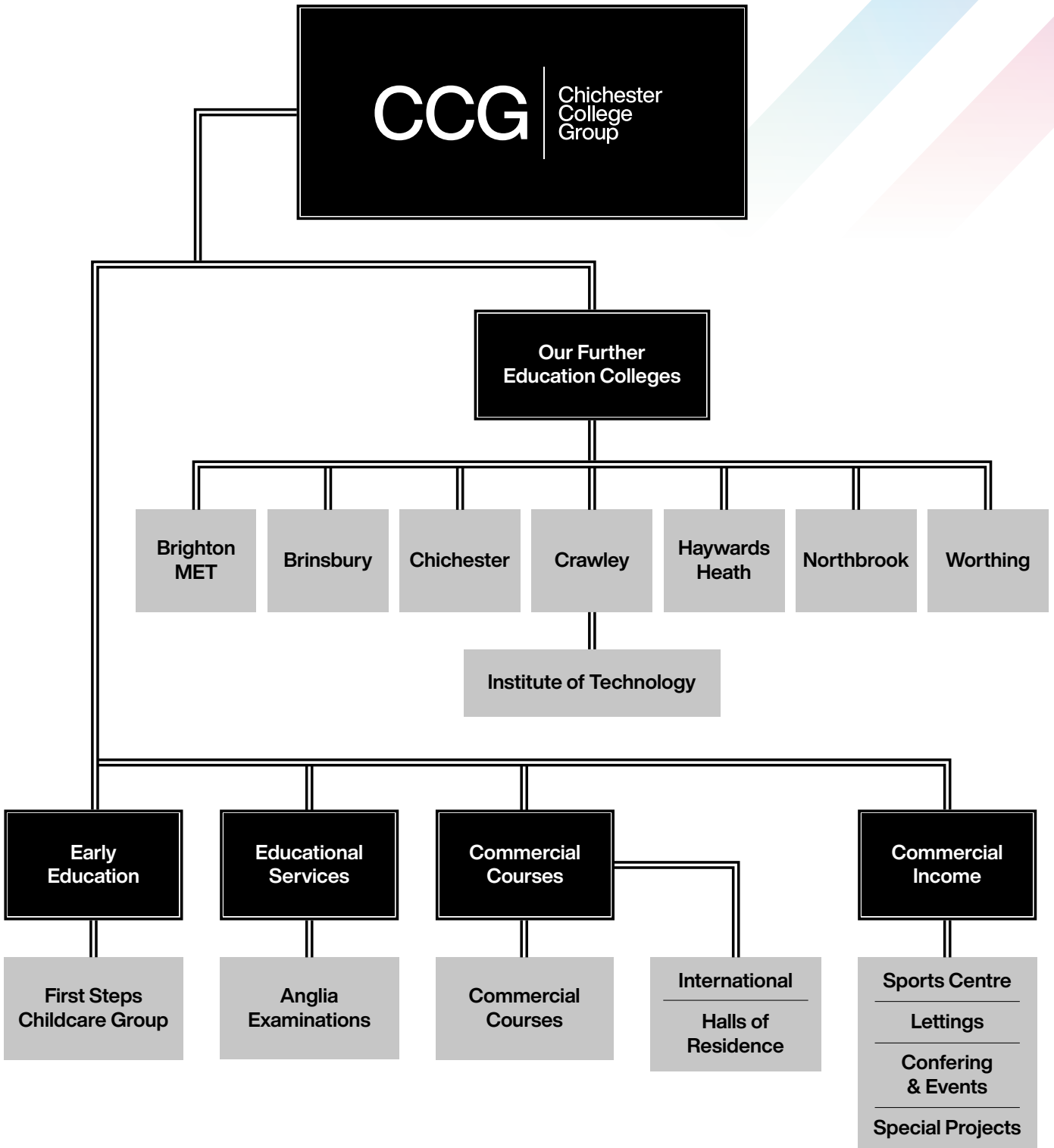
To be a great place to work, learn and progress

Our success will be celebrated when:

- 1 At least 90% of our people would recommend CCG as an employer
- 2 At least 90% of our people are proud to be an employee of CCG
- 3 Our people feel valued, motivated, recognised and appropriately rewarded for their contribution
- 4 Our people feel there is a consistent culture of trust, teamwork, integrity and sustainability
- 5 Our people recognise that wellness, mental wellbeing and a positive life work balance are integrated into our work environment
- 6 Our people engage in skills and confidence development and have access to careers progression
- 7 Our values are at the heart of all our behaviours
- 8 Our people feel supported due to simple and effective processes across the group



OUR BUSINESSES

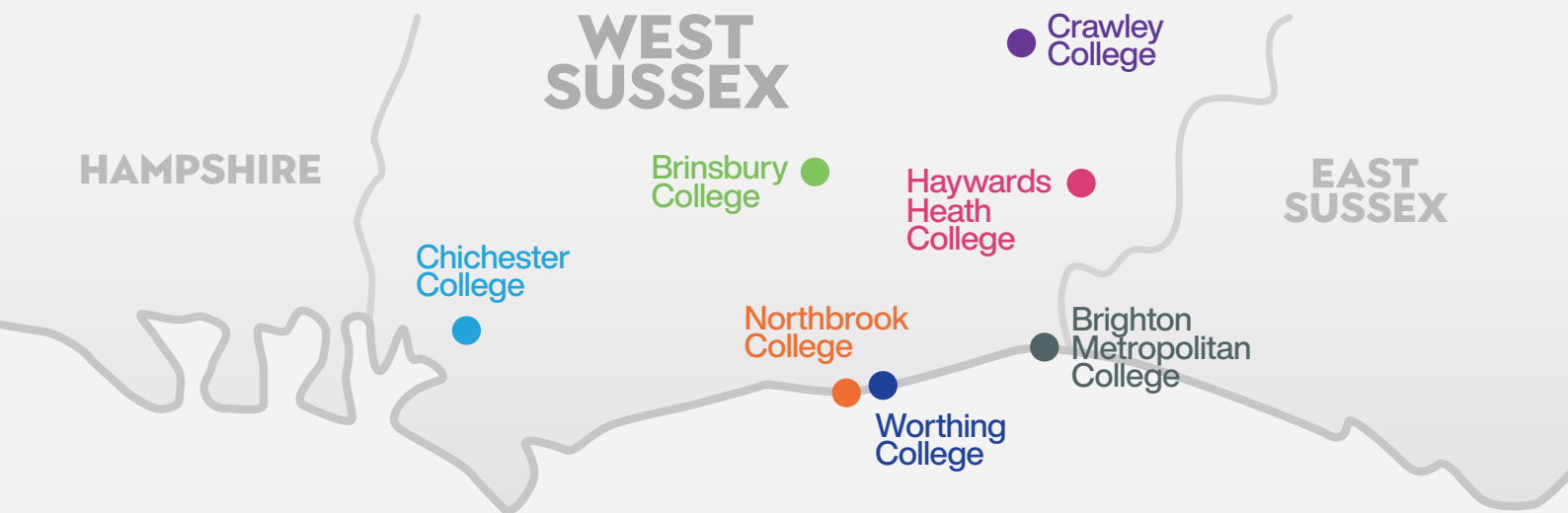






FURTHER EDUCATION COLLEGES

We have seven colleges across the group spread out over locations across West and East Sussex.



MET

Brighton
Metropolitan
College



Brinsbury
College



Chichester
College



Crawley
College



Haywards
Heath
College



Northbrook
College



Worthing
College



Brinsbury
The Countywide Campus
of Chichester College



FIRST STEPS CHILDCARE GROUP

There are currently three childcare nurseries across the group, these are located at Brinsbury, Chichester and Worthing Colleges.

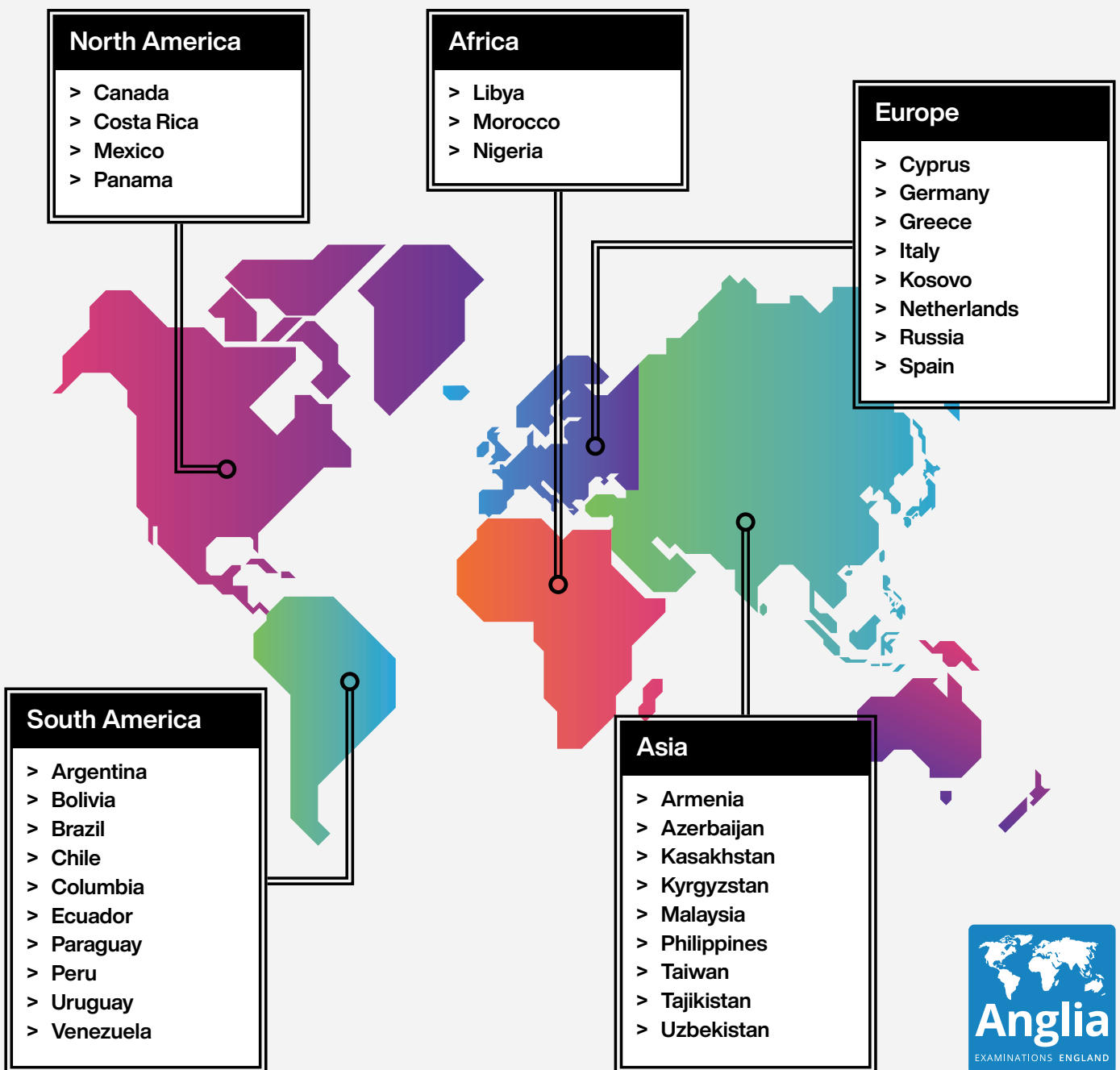






ANGLIA EXAMINATIONS

Anglia Examinations delivers English language exams across the globe via a network of franchises. In 2022 it delivered 60,000 exams across 34 nations.







INTERNATIONAL RECRUITMENT

CCG has 2,000 international students attending each year from across the globe.





CCG

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CHANGING
LIVES
THROUGH
LEARNING



MET

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Worthing
College