



This plan sets out the strategic direction of City of Bristol College from academic year 2021/22 to 2025/26. In developing this we have taken into account the educational character of the College, the external environment in which we operate, our current performance in various areas and the high-level aims and objectives which will guide our actions and decisions over the next few years.

The Strategic Plan is our key document which steers all of our other strategies and plans with a 'golden thread' through to individual appraisals for every member of staff so everyone understands how they contribute to our success.



# 01 The External Environment

## The National Picture

We know the external environment is constantly

## 02 The Internal Environment – Our College

### Students

We currently educate and train around 11,000 student each year across a wide range of courses. We are committed to ensuring that we do not 'close our doors' to any minority group and seek to meet the needs of individuals from all communities. In 2019/20 the female / male ratio of students was 51 to 49.

### Estate & Infrastructure

We have outstanding facilities at our main centres in four key locations across the City and into South Gloucestershire:

- C** College Green in the centre of Bristol
- B** Ashley Down to the north
- D** The South Bristol Skills Academy and Advanced Construction
- A** Parkway Motor Vehicle Technology Centre and the Advanced Engineering in Centre in South Gloucestershire.



## 03 Our Mission, Vision and Values

Following extensive consultation with our staff, students and partners we have fully revised our mission, vision and values to guide our decision making and behaviours over the lifetime of this plan. We are a College focused on education and training which enables our students to access employment, thereby meeting the needs of the city and region, alongside working with community partners to meet wider needs and improve economic inequality.

### Mission

We are Bristol's College | Transforming Lives – Developing the Workforce of the Future.

### Vision

By 2024/2025 we want to be recognised as a high performing college that meets the needs of the city we serve.

### Values

#### Respect

We are Respectful to each other

#### Ambition

We are Ambitious for ourselves and for our College

#### Honesty

We are Honest in everything we do

#### Inclusion

We are Inclusive - everyone is welcome here and can achieve



## 05 Key themes that underpin everything we do

There are three key themes that underpin everything we do - working with partners to make a difference in the College, the City and beyond. The three themes are all interlinked and we will be mindful of the need to consider them as a whole rather than as individual strands.

### 1. Equality, Diversity & Inclusion

We will establish an EDI steering group to develop a monitored action plan to measure how we meet the needs of all our learners and staff in the thriving and diverse City we serve. We will act, at pace, to tackle inequalities wherever these arise. We will work closely with other partners in the City around EDI training for staff, plans to ensure

- One City
- Bristol City Council
- Bristol Green Capital Partnership
- WECA
- Business West

## 06 Monitoring & Evaluation – how will we know when we have been successful?

Evaluation of the objectives in the plan will be monitored through the College risk register and associated Key Performance Indicators. These will be viewed regularly by the Executive Team and Strategic Leadership Team and termly by each Board Committee and the full Corporation.

SMART targets under each of the Strategic Objectives will be provided

under the Strategic Plan containing more detailed information regarding monitoring and evaluation.



CITY *of*  
BRISTOL  
COLLEGE

