

CCG

Chichester
College
Group

STRATEGIC PLAN

2023-2026

A people business,
delivered by people, to people

chigroup.ac.uk

CONTENTS

| | |
|------------------------------------|-------|
| Our context | 3 |
| Our purpose | 4-7 |
| > Our promise | 4 |
| > Our vision | 5 |
| > What makes us special? | 5 |
| > Our core values | 6-7 |
| Our objectives | 8-11 |
| > Student and customer experiences | 8 |
| > Curriculum and services | 9 |
| > Financial health and resources | 10 |
| > Our people | 11 |
| > Employer engagement | 12-13 |
| Our businesses | 14-23 |
| > Structure chart | 14-15 |
| > Further education colleges | 16-17 |
| > First Steps Childcare Group | 18-19 |
| > Anglia Examinations | 20-21 |
| > International recruitment | 22-23 |

OUR CONTEXT

Chichester College Group (CCG) was formed in 2017 when Chichester College merged with Central Sussex College. In the summer of 2022, CCG completed its latest merger with Greater Brighton Metropolitan College to create a Group that is a £108million turnover business.

At the heart of the Group are the seven Further Education (FE) colleges delivering education to approximately 35,000 students from age 16 plus. In addition, CCG offers 14-16 provision delivered on behalf of the local authorities and is the lead partner for the Sussex & Surrey Institute of Technology. CCG's Colleges teach from foundation level to degree level and professional courses up to level 7.

In the area of early years education, CCG's First Steps Childcare Group, is a well-established and high-quality provider of childcare and education to children aged from birth to four years. In our educational services area, Anglia Examinations is an awarding body that delivers over 90,000 English language exams across the globe. CCG is also a large provider of international education both in the UK and overseas. There are two halls of residence at the Chichester campus supported by homestay accommodation across Sussex. This attracts around 2,000 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 ten sites and a working farm at our Brinsbury campus.

The diagram on page 14 of this document shows the structure of Chichester College Group.

This strategic plan was created by the Governing Body and the Executive Team at CCG following the 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 College Plan, and these are underpinned by comprehensive business plans for each

area of provision; Higher Education, 16-19, Adults and Apprenticeships. These plans show the detailed SWOT analysis and the three-year operational plans which will support us 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 children, young people, adults and apprentices with an outstanding experience that improves their confidence and develops their skills. Our job is to support them to develop their skills to fulfill their potential in society and achieve their dream university place and/or dream job. The Group is a resource based in its community for its community. Our desire is to support economic prosperity, develop 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 CB - 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, international and employer communities
- 4 Working with our employers and 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 providing relevant professional development to all
- 7 To conserve and enhance natural resources and reduce our carbon footprint to reach net zero emissions by 2050
- 8 To provide an inclusive environment where staff and students can celebrate difference and diversity

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 and words

Our staff are passionate, knowledgeable and driven to deliver 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

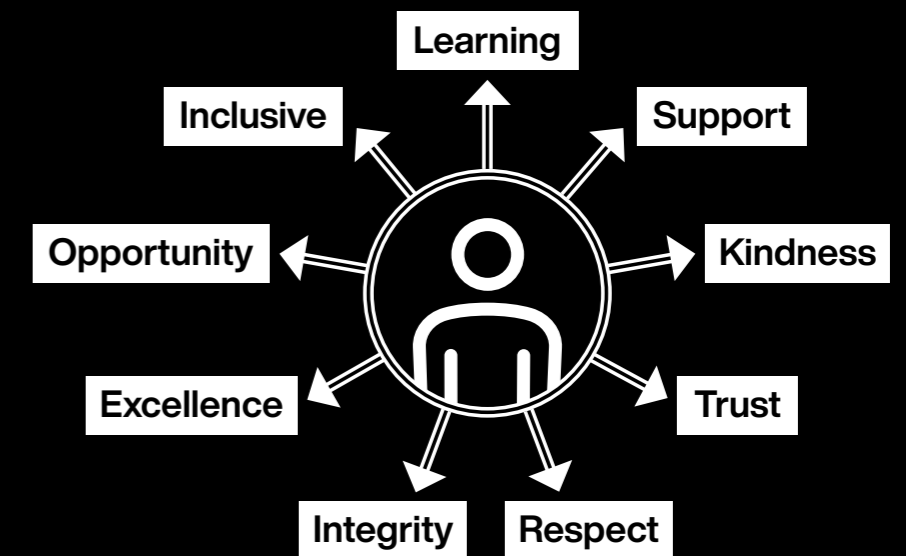


Excellence in all that we do



Opportunities for all

OUR VALUES





OUR OBJECTIVES

STUDENT AND CUSTOMER EXPERIENCES

Our objective:

To provide the best experience for every student and customer

Our success will be celebrated when:

- 1 We achieve Ofsted's highest accolade for our FE colleges by 2025
- 2 We receive at least 90% student satisfaction rating for our FE colleges and HE provision
- 3 At least 90% of FE, apprentices, and HE students progress to a positive destination
- 4 The confidence and curiosity of our students and children improves over their period of study (measured pre and post course)
- 5 First Steps Childcare Group nurseries are rated outstanding as each one is inspected
- 6 We receive a positive British Council inspection for our international business by 2025
- 7 At least 90% of employers rate their experience of working with CCG as good or better
- 8 We are rated as outstanding by Ofsted in the next Care Standards inspection by 2025
- 9 We are rated Silver in the TEF for our HE provision by 2025

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 required by employers for the future, including digital and employability 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 environmental sustainability as a core component
- 4 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 generates sufficient cash for investment in people, buildings, equipment, planned maintenance, growth, research and development
- 2 Our financial health is rated “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 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 work-life balance are integrated into our work environment
- 6 Our people engage in skills and confidence development and have access to career 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 OBJECTIVES

EMPLOYER ENGAGEMENT

Our objective:

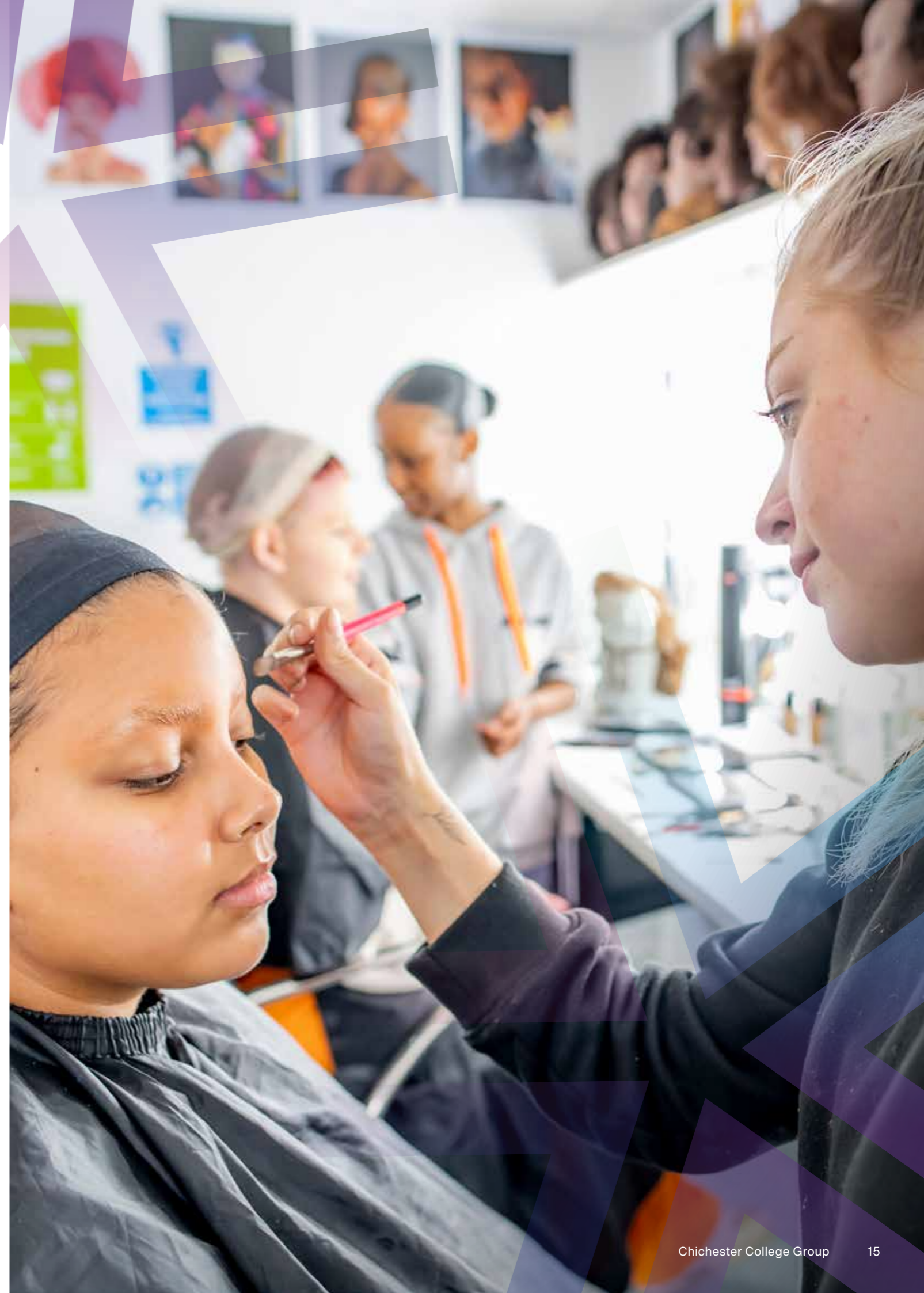
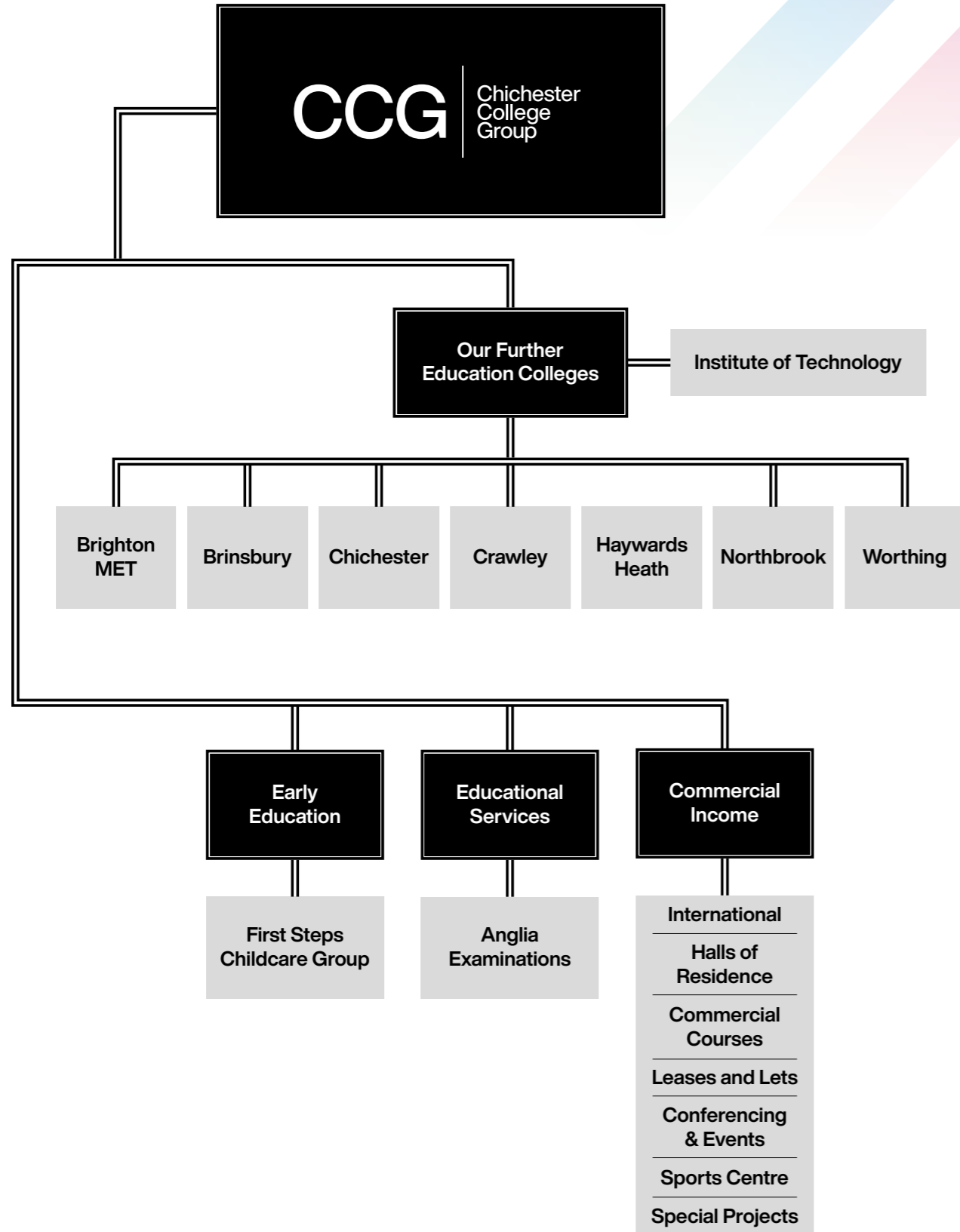
Employers recognise collaboration with CCG as key to their success

Our success will be celebrated when:

- 1 Our learning programmes are co-designed with relevant employers and/or industry bodies
- 2 All programmes have at least two elements of employer interaction
- 3 At least 90% of employers say they feel their collaboration with CCG adds value to their business
- 4 Apprenticeship growth is 5% per year
- 5 At least 90% of employers say apprenticeships add value to their business



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





FIRST STEPS CHILDCARE GROUP

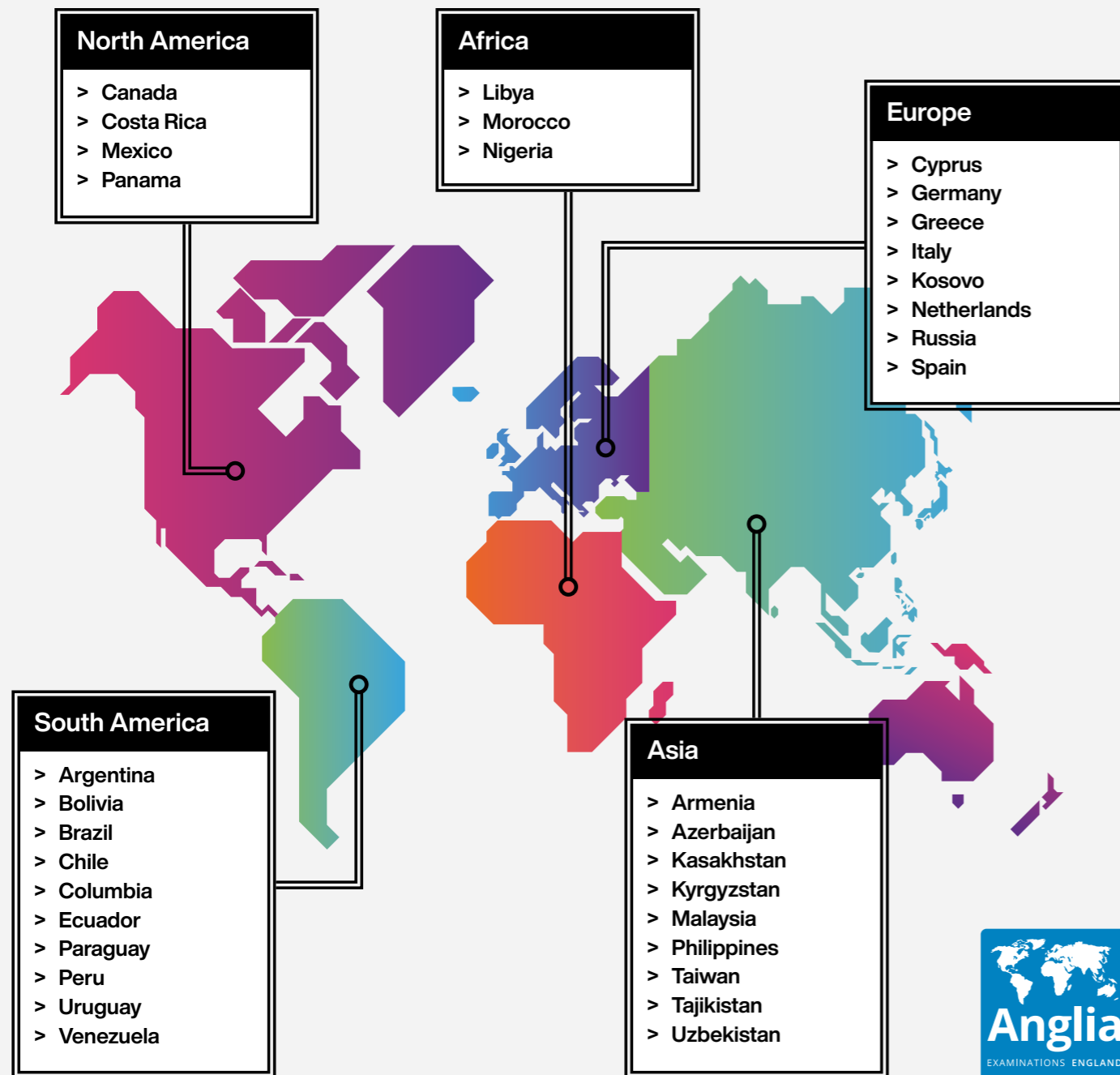
There are currently three childcare nurseries across the Group, these are located at Brinsbury, Chichester and Worthing Colleges.





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

Chichester
College
Group



CHANGING
LIVES
THROUGH
LEARNING



MET

Brighton
Metropolitan
College



Brinsbury
College



Chichester
College



Crawley
College



Haywards
Heath
College



Northbrook
College



Worthing
College