



# Tyne Coast College Strategic Plan 2020-2025

**Including strategic priorities and outcomes for  
2022-2023**

**Strategic priorities 2023-2024**

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## Introduction

There has never been more uncertainty and intricacy of further education funding and delivery. The effective integration of curriculum along with financial planning is critical to the success and future of Tyne Coast College (TCC). A range of strategies to set out the long-term plans of TCC in guidance with the latest FE reforms, will clearly identify the College's planned contribution to national, regional, and local priorities. The strategic developments in both our skills plan and our curriculum plan will evidence the extent to which the College is addressing these key priorities, as displayed in the Locals Skills Improvement Plans (LSIPs).

Under the latest FE Reforms, we are required to submit an Annual Accountability Agreement. The Agreement will provide a clear oversight of both curriculum and business planning. Business Planning and Performance Reviews will provide a critical process through which we can review, plan, validate, monitor, and challenge all aspects of provision. This model will enable us to ensure we closely monitor financial health and performance as well as being able to balance efficiency and quality, linked closely to the student experience.

The College is eager to further develop its place at the leading edge of technical learning and skill development in Tyneside and the North East. TCC continues to be highly focussed on developing the current and future work forces for the needs of the local and regional economy; as well as making a significant contribution to the international maritime world.

Since our successful merger Tyne Coast College has achieved consistently high and improving standards in academic results, good student recruitment and progression and good financial performance. The merged college was assessed as "Good" by Ofsted at its most recent inspection in October 2019 and has maintained the same financial assessment for an equivalent period. Inspectors praised the leadership and management of the college in achieving a highly successful merger and improving standards for learners from an already high base.

"Governors and senior leaders have managed the merger of South Tyneside College and Tyne Metropolitan College very effectively. They have ensured that the college campuses continue to serve their communities well. Leaders have an accurate view of the areas of the college that they need to improve. They have taken swift action to tackle the poor management of apprenticeships, and this has resulted in a rapid improvement in the provision in most curriculum areas." (Ofsted 2019).

In the next five years we face continued major restructuring in the sector, changes in learning technologies, continued pressures in funding, realignment of our curriculum portfolios and recruiting/retaining staff who reflect our ethos at every level. Our ultimate aim is for a 'College for the future' producing students well equipped to face the challenges and changes of the working world.

This strategic plan, therefore, takes into account the local, regional and national agendas, the international Maritime landscape and draws from the many individual plans related to educational programmes for young people, adult learning, apprenticeships, Higher Education, Merchant Navy



training and 14–16-year-old provision. It portrays Tyne Coast College at the heart of local, national, and international infrastructure and driving participation, economic prosperity, and aspiration. It reinforces our ethos and participation at every level, it reflects challenges and solutions but, most of all, it provides a clear focus and direction for our future.

TCC use several strategic documents that are updated annually and contain strategic priorities for the year ahead. These priorities are reviewed by both the Senior Leadership Team and the Board of Governors. They include:

Curriculum Plan  
The Annual Accountability Agreement  
Self-Assessment Report

LSIPs (NEAA & NECC)  
3-year Skills Plan  
Master Target File vs National Rates

### Our Mission

The strategic priorities will be achieved through our mission and values.

These are developed to reflect our belief in having a strong community presence and that we take **PRIDE** in helping every student to achieve their potential; **BIGGER, BETTER, STRONGER.**

### Our Vision

Transforming lives

### Our Values



### Strategic priorities: 2020-2025

The ambition for our College is formed under two strategic longer-term priorities from 2022-2025:

- For Places
- For People and Productivity

#### Strategic Priority 1 - For Places

- Taking forward at pace the DfE approved campus plans as part of the FE Capital Transformation bid.
- Developing an imaginative campus approach to both South Tyneside and North Tyneside as the key community resource for our learners providing a space for interaction, lifelong learning and employer led skills.
- Being a key player in our community for skills, employability and economic growth responding to the new devolved authority skills agenda.
- Being a key player in the Marine Training world offering the skills employers need to emerge successfully post COVID.
- Ensuring our delivery model is aligned to new government skills and growth priorities, local skills plans, local employers, and the skills needs of the future.

#### Strategic Priority 2 – For People and Productivity

- Creating a new staffing package to tackle our most significant risk – staff recruitment, retention, and remuneration. Being a great place to work, where our staff feel valued and inspired to be involved in the thinking and planning of the future strategic direction of our organisation.
- Delivering high quality education and skills to our students to enable them to access specific emerging and new work pathways.
- Ensuring our English and Maths outcomes are improved significantly to match the high standard of outcomes in the rest of the college.
- Ensuring the destinations of our students are key to everything we do.
- Rapidly enhancing the mental health and wellbeing support we provide for our students at all levels and at every point of contact with us as a college.
- Substantially increasing our employer partnership base throughout this year to ensure a dynamic employer led curriculum.
- Developing programmes – particularly the new T Levels to match skills and productivity needs of wider economy and the government targets.



Strategic Priority:	Transform lives by:	We will do this by:	Opportunities (and KPIs):
For People and Productivity	Securing better outcomes for young people	<ul style="list-style-type: none"> <li>• Increase 16-19 programme of study numbers to meet local skills demand.</li> <li>• Providing a range of flexible learning opportunities to support local area needs.</li> <li>• Roll out T Level provision (Education and Early Years route).</li> <li>• A review of our curriculum to ensure it aligns to emerging regional priority areas and national policy education reform.</li> <li>• Embedding employability skills into personal development programmes of study that are linked to work readiness.</li> <li>• Boosting careers advice and guidance by working closely with schools and key employers by creating new pre-employment schemes.</li> <li>• Working with external stakeholders to support multi-agency approach to deliver demand led curriculum.</li> <li>• Developing the skills and aptitude of young people to meet the demands of a fast-changing employment market.</li> <li>• Widening our approach to continuous improvement.</li> </ul>	<ul style="list-style-type: none"> <li>• We engage high levels of local participation in skills-based learning. (24% of our current starts are in STEM subjects for young people and 16% of our overall provision.)</li> <li>• We engage successfully with local communities and minority groups.</li> <li>• We support a high number of learners to achieve their programme of study. (KPI: increase achievement rate by 4.5%)</li> <li>• We make a significant impact on the STEM 'skills gap'. (KPI: to maintain high achievement rates of at least 85%).</li> <li>• L2 learners progressing and achieving with low entry quals. Achievement in GCSES. (KPI: To maintain high achievement rates of 88% for all learners with low entry qualifications and to increase the number of level 2 learners achieving their qualification by 10%).</li> <li>• We continue to improve our achievement levels post -Covid and build on the success of the 21/22 performance. (KPI: increase achievement rate by 3.3%)</li> <li>• We improve progression rates between levels. (KPI: improve progression rates by 10%)</li> <li>• Further develop our quality cycle to enhance continuous improvement.</li> <li>• Use BP/PR to continue to drive improvements in provision for learners.</li> </ul>

	Providing key opportunities to local people to upskill.	<ul style="list-style-type: none"> <li>Supporting individuals' progression to positive outcomes, by helping to reduce unemployment and skills gaps.</li> <li>Working with employers and training providers to upskill and reskill learners focussing on digital skills and green jobs.</li> <li>Continue to develop proposals / bids to secure Bootcamp provision to support adults into better jobs or work opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>Align self-assessment processes to the skills agenda.</li> <li>Develop and support higher skills provision such as HE.</li> <li>Develop T level provision.</li> <li>Ensure higher skills learners achieve their aims. (KPI: Increase achievement rate to 85% for GFE learners and increase HE achievement by at least 3%)</li> <li>Embrace digital immersion in safe physical and online spaces.</li> <li>Make significant contributions to the skills agenda.</li> </ul>
	Helping people progress into work.	<ul style="list-style-type: none"> <li>Offering a diverse and varied model of practice – distance learning, face to face teaching, sector-based work academies which extends to offer learning opportunities to a broader range of underrepresented groups.</li> <li>Helping those with complex needs to move into their chosen destinations through the creation of Skills Builder and access to develop transferable skills into adulthood.</li> <li>Creating a comprehensive package for the newly unemployed through an Employment and Skills hub that tackles barriers to work / learning, boosts employability and creates career pathways into great jobs.</li> </ul>	<ul style="list-style-type: none"> <li>Develop targeted interventions to engage and support those farthest away from employment.</li> <li>Collaborate with key stakeholders to create opportunities.</li> <li>First class safeguarding and welfare provision for our learners.</li> <li>Continue to develop flexible learning approaches to support employment and employers.</li> <li>Use Grofar effectively to support learner destinations.</li> </ul>



Strategic Priority:	Transform lives by:	We will do this by:	Opportunities (and KPIs):
For places	Building a college for the future.	<ul style="list-style-type: none"> <li>Ensuring strong collaborative work with both North Tyneside and South Tyneside Local Authorities to develop 'fit for purpose' Colleges of the future.</li> <li>Becoming a UK-leader on low-carbon, advanced manufacturing, and digital training to both upskill local community and attract new business to both the College and the Borough.</li> <li>Work with designated employer representative bodies and employers through the reviewing (of LSIPs) to support growth in climate change and the green agenda.</li> <li>A new campus on both sides of the river providing world class, technical, academic, and vocational education.</li> </ul>	<ul style="list-style-type: none"> <li>Take forward at pace, the DfE approved campus plans as part of the FE Capital Transformation bid.</li> <li>Develop an imaginative campus approach to both South Tyneside and North Tyneside as the key community resource for our learners providing a space for interaction, lifelong learning and employer led skills.</li> <li>Offer world class resources to support national, regional, and local priorities through the relocation of both campuses by 2025.</li> </ul>
	Creating a hub for community development, supporting local needs and aspirations.	<ul style="list-style-type: none"> <li>Working with a growing employer base, local authorities, and other key stakeholders; ensuring our delivery model is aligned to new government skills and growth priorities, LSIPs, local employers and the skills needs of the future.</li> <li>Support Strategic Development Funding projects.</li> </ul>	<ul style="list-style-type: none"> <li>Continue to work with employers helping to shape our curriculum to match local and regional need.</li> <li>Developing flexible blended learning approaches to support our service users.</li> <li>Having a rapid and agile response to changing requirements to local, regional, and national developments by providing high quality learning opportunities.</li> <li>Working collaboratively with partners to enable expansion of existing provision to ensure we meet the skills demands of the growing target sectors.</li> </ul>



**TCC Contribution to National, Regional, and local Priorities  
Short term goals and strategic aims and objectives for 2023-2024**

1	Increase 16-19 programme of study numbers to meet local skills demand.
2	Roll out T Level provision (Education and Early Years route).
3	Maintain and further develop curriculum efficiency and financial sustainability through the use of Business Planning and Performance Review.
4	Review and further develop the Higher Education Strategy in response to the Life Long Learning entitlement as set out in the HE reforms, (Dec 2022).
5	Further develop the College's stakeholder and employer base to increase opportunities for industry access to meet local demands and skills priorities to support the increase in delivery of Higher Technical Qualifications (HTQs), Higher Education (HE) & Apprenticeships.
6	Increase adult literacy, numeracy and digital skills to include higher level qualifications aligned to LSIPs and local demand.
7	Ensure the College has the capacity and industry standard facilities to meet the technical skills required to respond to the Green agenda.
8	Continue to develop the College's highly skilled workforce, which is capable of driving innovation and growth towards a sustainable future.

**The Annual Strategic Conversation**

The second Department for Education – TCC Annual Strategic conversation took place on 20<sup>th</sup> April 2023. The DfE were interested to hear how the Colleges' active approach to curriculum review, (through detailed analysis) is ensuring alignment between emerging priority areas, supporting educational policy delivery, and facilitating growth opportunities.

Current strengths identified included:

- Well established and experienced senior team.
- Specialist Marine curriculum offer.
- Drive to deliver high quality outstanding teaching and learning – acknowledging the published achievement rates for 2021-2022
- Responsiveness to FE reforms with the delivery and visionary ambitions for HTQs.
- The continued commitment to maintaining collaborative partnerships.

[DfE written feedback from the Annual Strategic Conversation on 25<sup>th</sup> May 2023.]





<b>Objective</b>	<b>1</b>	<b>Current numbers in 2022-2023</b>	North Tyneside 16-19 headcount - lagged funding contract = 1190 South Tyneside 16-19 headcount - lagged funding contract = 874	
		<b>Predicted numbers in 2023-2024</b>	North Tyneside predicted students numbers = 1180 South Tyneside predicted student numbers = 928	
<b>College strategic aims and objectives for 2022-2023:</b>		<ul style="list-style-type: none"> <li>➤ Purchased digital platform (EMSI) to provide knowledge of local recruitment trends and travel to learn patterns / market share.</li> <li>➤ Data sources informed / refined curriculum planning of learner groups, i.e. 16-18, adults, HE, apprenticeships.</li> <li>➤ Substantial contribution in engagement with employer led skills plans, local skills improvement plans to ensure curriculum planning was relevant to support learners to gain the skills needed to secure good jobs and progress.</li> <li>➤ A review of existing curriculum plan undertaken to improve accuracy of planning against budget to ensure the delivery of strategic priorities.</li> <li>➤ Increased recruitment on L2 and L3 Pre-Cadetship and Sponsored Cadetship programmes in South Shields Marine School.</li> </ul>		
<b>College strategic aims and objectives for 2023-2024:</b>		<ul style="list-style-type: none"> <li>➤ Increase 16-19 programme of study numbers to meet local skills demand.</li> </ul>		
<b>Implementation of aims and objectives against national, regional, and local priorities:</b>				
<ul style="list-style-type: none"> <li>➤ Align the curriculum intent with the broad range of LSIP priorities to address skills gaps / needs and to reach those most disadvantaged.</li> <li>➤ Increase market share, learner numbers and trends using local market intelligence mapped to demographic growth.</li> <li>➤ Ensure the consistency of the learner experience with the delivery of high quality education, performance monitoring and good outcomes for learners – key focus on internal progression and destination data.</li> <li>➤ Increase the number of Marine Careers Open days to 3 and widen Marine CEIAG to include schools and colleges in Northumberland, Durham, Tees Valley, Sunderland, Cumbria and the wider North East region.</li> </ul>				



Objective	2	Current numbers in 2022-2023	0	
		Predicted numbers in 2023-2024	16	
<b>College strategic aims and objectives for 2022-2023:</b>		<ul style="list-style-type: none"> <li>➤ Capacity Delivery Fund used to support growth in employer engagement to support industry placements.</li> <li>➤ Purchase of a digital platform to support all aspects of work / learner experience, (Grofar).</li> <li>➤ The College has been awarded approval to deliver T Levels across both sites in May 2023.</li> <li>➤ ETF – Engagement in professional development to support delivery of T Levels in 2023-2024</li> </ul>		
<b>College strategic aims and objectives for 2023-2024:</b>		<ul style="list-style-type: none"> <li>➤ Roll out T Level provision (Education and Early Years route).</li> </ul>		
<b>Implementation of aims and objectives against national, regional, and local priorities:</b>				
<ul style="list-style-type: none"> <li>➤ T Levels are an alternative option to A Levels for 16-19 year olds and are a 2-year qualification that focus on providing learners with the knowledge, practical skills and behaviours that employers are looking for. Staff will continue to access updates and training through ETF.</li> <li>➤ Implement T Level offer in Education &amp; Early Years in 2023-2024 at both South Tyneside College and Tyne Met College, (with a further roll out in 2024-2025 in Health, Business, Digital Production, Media and Engineering).</li> <li>➤ Drive up student numbers using the College marketing strategy to meet local demand.</li> <li>➤ Target attainment outcomes and progression to identify areas of development against curriculum plan to determine the quality of the learner experience and financial efficiency.</li> </ul>				



Objective	3	
<p><b>College strategic aims and objectives for 2022-2023:</b></p>		<ul style="list-style-type: none"> <li>➤ Introduced proformas to support departmental Performance Reviews (PR) and Business Planning (BP).</li> <li>➤ Piloting PR and BP aligned to R03, R06, R09, R12.</li> <li>➤ Improved managers’ understanding (through professional development), effective curriculum planning of educational provision to drive up a culture of high expectations and accountability, (context of local and national skills priorities).</li> </ul>
<p><b>College strategic aims and objectives for 2023-2024:</b></p>		<ul style="list-style-type: none"> <li>➤ Maintain and further develop curriculum efficiency and financial sustainability through the use of Business Planning and Performance Review.</li> </ul>
<p><b>Implementation of aims and objectives against national, regional, and local priorities:</b></p>		
<ul style="list-style-type: none"> <li>➤ Access specific support package through the FE Commissioner Team (Pauline Hagen) to focus on curriculum efficiency and financial sustainability (CEFFS).</li> <li>➤ Establish 16-19 actual numbers against predicted targets, (September 2023), to enable early intervention and reforecasting against other funding streams to ensure targets are met.</li> <li>➤ Effectively integrate curriculum and financial planning throughout critical points of the year to address (timely) under-performance and in year contribution against target.</li> <li>➤ Review remission - policy update.</li> <li>➤ Process will be supported through an updated Quality cycle.</li> </ul>		

<b>Objective</b>	<b>4</b>	<b>Current numbers in 2022-2023</b>	1163 (+250 international students)	
		<b>Predicted numbers in 2023-2024</b>	1999 (+250 international students)	
<b>College strategic aims and objectives for 2022-2023:</b>		<ul style="list-style-type: none"> <li>➤ Replaced University of Sunderland Franchise provision with suitable Higher National qualifications.</li> <li>➤ Submitted Teaching Excellence Framework application and retain TEF Rating</li> <li>➤ Improved National Student Survey response rates to meet response threshold requirements.</li> <li>➤ The College was successful in securing Skills Injection Funding to grow HE Digital provision.</li> </ul>		
<b>College strategic aims and objectives for 2023-2024:</b>		<ul style="list-style-type: none"> <li>➤ Review and further develop the Higher Education Strategy in response to the Life Long Learning entitlement as set out in the HE reforms (Dec 2022).</li> <li>➤ Expand range of franchised provision with Huddersfield University to replace withdrawn University of Sunderland programmes.</li> <li>➤ Develop and implement Higher Technical Qualifications</li> <li>➤ Roll out Digital L5 provision.</li> </ul>		
<b>Implementation of aims and objectives against national, regional, and local priorities:</b>				
<ul style="list-style-type: none"> <li>➤ Target HE Student Outcome Premium funding to widen participation and increase progression from FE to HE.</li> <li>➤ Upskill HE Staff in Quality Assurance to ensure full and outstanding compliance against Foundation Degree Awarding Powers (FDAP) and TEF rating criteria.</li> <li>➤ Liaise with awarding authority and external partners to expand delivery of HE programmes by widening taught programmes and increasing delivery centres.</li> </ul>				

Objective	5	
<p><b>College strategic aims and objectives for 2022-2023:</b></p>		<ul style="list-style-type: none"> <li>➤ Purchased and implemented a CRM system to monitor and track the College’s stakeholder and employer base.</li> <li>➤ Further developed the Business Engagement and HE team with the recruitment of senior colleagues in partnerships, HE and STEM.</li> <li>➤ Introduced Business, Community and Stakeholder Advisory Boards, comprising of key stakeholders, students, Governors, teaching staff and managers.</li> </ul>
<p><b>College strategic aims and objectives for 2023-2024:</b></p>		<ul style="list-style-type: none"> <li>➤ Further develop the College’s stakeholder and employer base to increase opportunities for industry access to meet local demands and skills priorities to support the increase in delivery of Higher Technical Qualifications (HTQs), Higher Education (HE) &amp; Apprenticeships.</li> <li>➤ Further engagement with Marine Industry to identify skills priorities both locally and nationally to identify skills priorities to support the increase in delivery of HE and maritime apprenticeships through SMART funding.</li> <li>➤ Utilise Adult Education Budget to support employers upskilling their workforce and to support full cost delivery. AEB will also aid recruitment via Sector Based Work Academies.</li> </ul>
<p><b>Implementation of aims and objectives against national, regional, and local priorities:</b></p>		
<ul style="list-style-type: none"> <li>➤ Create and host a calendar of employer events to continue expanding our employer &amp; stakeholder reach to strengthen learners’ access to industry.</li> <li>➤ Continue effective employer engagement to identify recruitment patterns and align relevant programmes that meet the required skills needs.</li> <li>➤ Develop via the IoT- HTQs in Education and Childcare, Health and Sciences (lead), Engineering Manufacturing.</li> <li>➤ To continue widening participation of curriculum planning, relevant Governors, stakeholders and employer views will continue to form part of curriculum planning for 2024-2025, (the College’s Quality Cycle will inform a calendar of involvement, including BP/PR &amp; curriculum endorsement).</li> <li>➤ Build on the strong, effective partnerships to sustain and create opportunities working with key stakeholders, Business, Community, Stakeholder Advisory Boards, schools, local authorities, ERBs, NELEP &amp; NE IoT.</li> </ul>		



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- Engage and support collaborative projects (e.g NE IoT / Local Skills Improvement Fund / Skills Injection Fund), working collaboratively with partners to enable expansion of existing provision to ensure we meet the skills demands of the growing target sectors.
- Engage shipping companies and ports to develop and expand Maritime apprenticeships to include limited Certificates of Competency, Ratings Training and port specific roles.

Objective	6		
<b>College strategic aims and objectives for 2022-2023:</b>		<ul style="list-style-type: none"> <li>➤ Introduced a digital platform to support distance learning opportunities for adult learners.</li> <li>➤ Delivered Sector Based Work Academy Programmes (SWAPs) across all sectors.</li> <li>➤ Delivered adult literacy, numeracy and digital skills across both College sites.</li> </ul>	
<b>College strategic aims and objectives for 2023-2024:</b>		<ul style="list-style-type: none"> <li>➤ Increase adult literacy, numeracy and digital skills to include higher level qualifications aligned to LSIPs and local demand.</li> <li>➤ Continue to offer high quality Skills Builder programmes to those SEND learners to support progression into adulthood and where possible, employment.</li> <li>➤ Employability skills will be matched to employer and industry needs and will be discussed through the Business, Community, Stakeholder Advisory Boards.</li> </ul>	
<b>Implementation of aims and objectives against national, regional, and local priorities:</b>			
<ul style="list-style-type: none"> <li>➤ The College will be part of the Inclusion Plan for SEND for both North and South to ensure curriculum provision is both relevant and ambitious in moving the young person or adult into a positive destination.</li> <li>➤ Career activities for adults will be delivered with support and engagement from highly trained career advisors and key stakeholders as part of the learner experience.</li> <li>➤ Adult day time, evening and online courses will support and develop growth of adult provision via SWAPs, distance learning, full time programmes and a blended approach to delivery.</li> <li>➤ Continue to further develop the SEND offer for 16-18 and 19-24 learners.</li> <li>➤ BP/PR will support growth and development of new delivery opportunities in every department to ensure areas of priority are met and successful against realistic targets.</li> <li>➤ Applications for 'Multiply' funding will be submitted once released by the local authority.</li> </ul>			

Objective	7	
		<ul style="list-style-type: none"> <li>➤ Engaged in LSIPs which provided context and vision.</li> <li>➤ Additional courses were delivered to key employers, EDF and NPG, which included Retrofit to construction.</li> <li>➤ The College became part of local area industry boards to support strategic industry planning.</li> <li>➤ Implemented a co-ordinated sector-led approach to directly engage employers through partners' existing business development and curriculum staff resource.</li> <li>➤ Green Energy was introduced to all school events hosted by the College.</li> <li>➤ Collaborated with Strategic Development Funding (SDF) and NE IoT bids.</li> <li>➤ The College was successful in securing SDF to promote green skills, enabling £400,000 of capital investment - used to design specialist classrooms and purchase specialist highly skilled kit.</li> </ul>
		<ul style="list-style-type: none"> <li>➤ Ensure the College has the capacity and industry standard facilities to meet the technical skills required to respond to the Green agenda.</li> <li>➤ Roll out short courses as part of the new course design and delivery.</li> </ul>
<p><b>Implementation of aims and objectives against national, regional, and local priorities:</b></p>		
<ul style="list-style-type: none"> <li>➤ Provide learners with specific knowledge abilities and competencies to work in industries and sectors that prioritise sustainability and environmental responsibility.</li> <li>➤ The College will continue to collaborate with external partners through the NE IoT and LSIF.</li> <li>➤ Support leaders and managers to gain a greater understanding of wind and solar power, electrical vehicle and charging, power storage, maintenance and distribution retrofit, both in terms of costing and delivery.</li> <li>➤ Additional short programmes will include and support the renewable industries infrastructure, a) advanced manufacturing b) fabrication &amp; welding, c) offshore safety training for renewable technicians – time needs to be created to embed into curriculum planning.</li> </ul>		





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- Work with employers to realise their ambition and forward thinking about workforce succession in relation to responding to the Green agenda.
- Introduce Retrofit L2 short courses as an additionality to the main programme of study.
- Introduce renewable and green energy insight at L1 as a short course to either the main programme of study or apprenticeship.
- Continue to create online learning materials for easy access, as well as face to face delivery.

Objective	8	
<p><b>College strategic aims and objectives for 2022-2023:</b></p>		<ul style="list-style-type: none"> <li>➤ Implemented a College wide Professional Development Programme for all teaching and support staff.</li> <li>➤ Introduced peer on peer observations and joint ‘good practice’ sessions.</li> <li>➤ Accessed ETF to support T Level professional development.</li> <li>➤ Dedicated wellbeing days were introduced for staff at all levels.</li> <li>➤ Carried out apprenticeship specific professional development for teaching staff and assessors, with a key focus on apprenticeship reforms, e-portfolio, and expectations.</li> <li>➤ Utilised ‘Taking Teaching Further’ fund to develop industry professionals into teaching roles within the College.</li> </ul>
<p><b>College strategic aims and objectives for 2023-2024:</b></p>		<ul style="list-style-type: none"> <li>➤ Continue to develop the College’s highly skilled workforce, which is capable of driving innovation and growth towards a sustainable future.</li> </ul>
<p><b>Implementation of aims and objectives against national, regional, and local priorities:</b></p>		
<ul style="list-style-type: none"> <li>➤ Upskill teaching colleagues in alignment to the T Level professional development programme through ETF.</li> <li>➤ Continue to access the ‘Taking Teaching Further’ fund to upskill industry professionals and ‘grow our own’ staff.</li> <li>➤ Ongoing training to support apprenticeship delivery.</li> <li>➤ Education Inspection Framework (EIF) ongoing training to include sub-judgement (skills contribution), intent, implementation and impact, safeguarding – key themes will be addressed from feedback shared from classroom observations and learner walks.</li> <li>➤ Governors and employers will contribute to observations of teaching practice to develop industry focused delivery.</li> <li>➤ Human Resources will continue to lead on all aspects of supporting colleague wellbeing and mental health, including creating a culture that enables staff to openly access support work-life balance in a realistic, constructive and positive way.</li> </ul>		