TELFORD COLLEGE

2025 – 2028

# STRATEGIC PLAN

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## Our Vision

Be a world class college underpinned by our core values of **ambition**, **respect** and **connection**.

## Our Mission

Deliver the highest quality of education and training for our communities.

# MESSAGE FROM PRINCIPAL & CEO

**Welcome to Telford College. If you are reading this, then you are likely thinking about next steps whether for yourself or your business. Our offer to you is straightforward: our mission is to deliver high-quality education and training, underpinned by our values of ambition, respect, and connection.**

One of our key strategic aims is to inspire our students to achieve their potential and more. That applies to our offer for full-time students, for apprentices, and for those studying part-time.

Our students are at the heart of everything we do, and they impress me every day. They come to us with ambition and energy, full of personality and ideas, and it is a privilege to watch them grow in confidence and capability during their time here. Supporting them to succeed and to become the people they want to be is the most rewarding part of what we do.

Qualifications matter, they demonstrate that an individual is technically or academically competent to a particular level. But we also focus on developing other skills, like teamwork and communication. Every full-time student has the opportunity, through projects and enrichment activities, to gain valuable life and work skills alongside real experiences. This includes work experience and placements with local employers who are keen to support the development of future talent.

Our curriculum and its content are carefully designed to line up with the skills that employers in the region need. Working in partnership with hundreds of employers, we ensure that the skills people learn stay current, reflecting the latest developments across the full range of sectors. We also have a dedicated department focused specifically on ensuring the college is responsive, flexible, and ready to meet demand.

Telford College is undergoing a significant period of investment. We are investing in new equipment, so that every subject in every facility has high-quality, industry-standard resources. Our biggest investment to date has gone into Telford 6th, our new sixth form centre in Telford, and our new library at the Wellington campus.

Over the next two years, we will invest further still. Thanks to government support, an additional £4.7m will be spent on driving growth in key areas such as advanced manufacturing, digital, and automation, alongside a further £5m of college investment in other priority sectors.

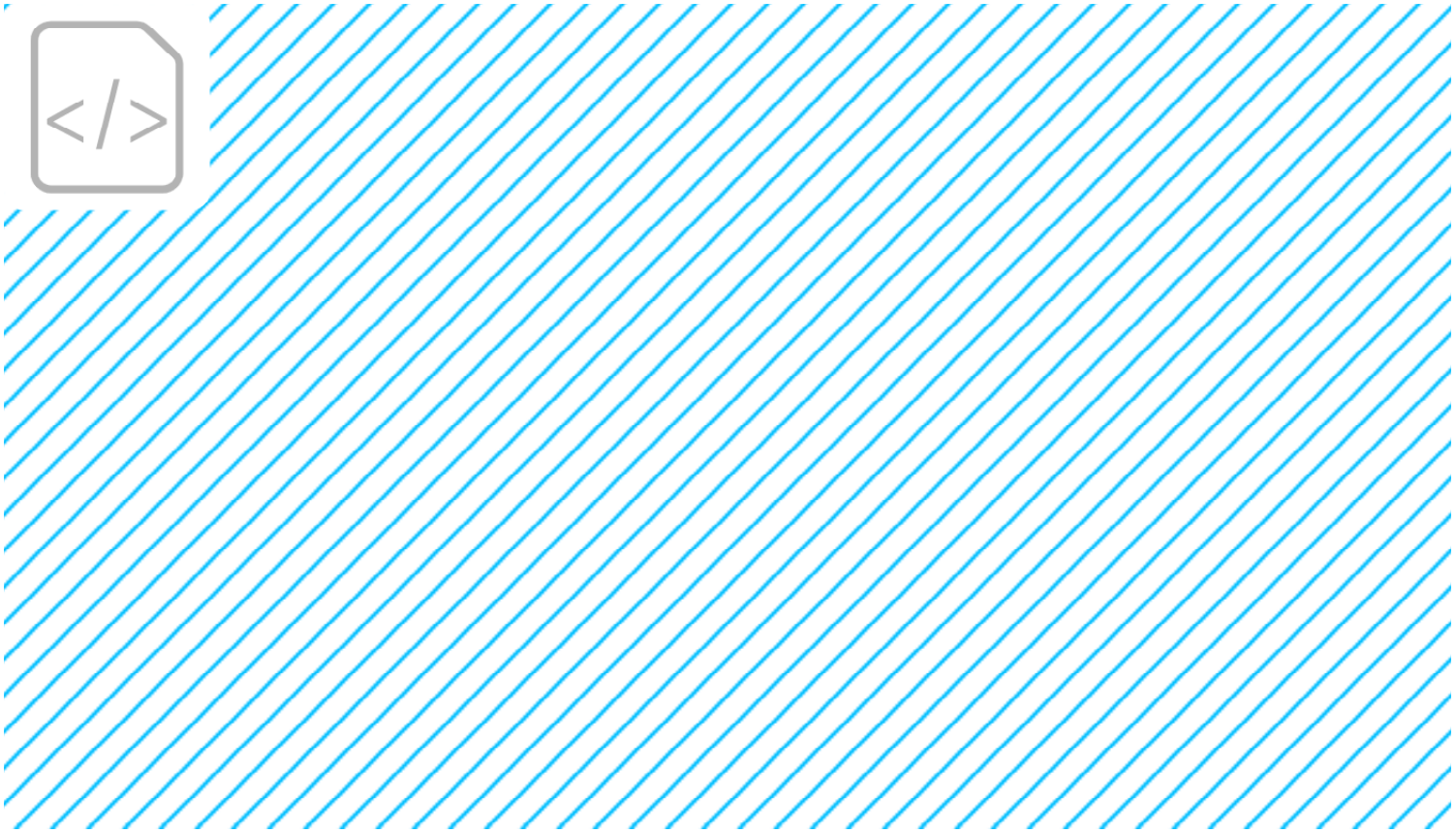
**"I hope this gives you a sense of the college, of the opportunities available and how hard we will work to support your future success."**

**Gail Bleasby**
Chair, Telford College Corporation

**Lawrence Wood**
Principal and Chief Executive Officer

# WHAT DO OUR STUDENTS THINK OF TELFORD COLLEGE?

# WHAT IS IT LIKE TO WORK AT TELFORD COLLEGE?



# OUR STRATEGIC AIMS

## INSPIRE

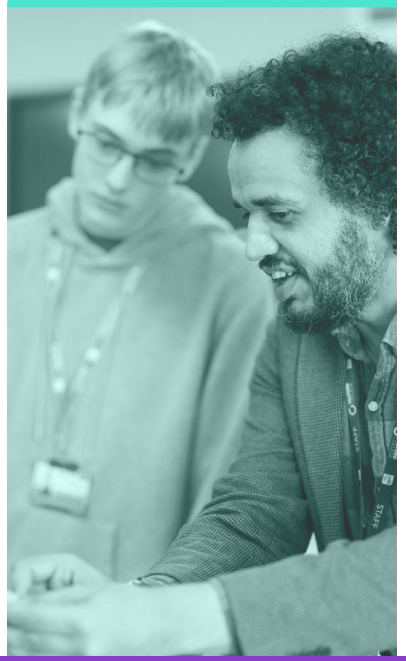
Our students to achieve their potential and more

## ENABLE

Our people to deliver excellent outcomes and have rewarding careers

## DRIVE

Economic growth through innovative and impactful partnerships



## ADVANCE

The sustainability of the college

# INSPIRE

## Our students to achieve their potential and more

We will support every individual to achieve their highest possible outcome. We will achieve this by working together to ensure that Telford College is a positive community which inspires action and success.

### Over the next three years

**We will**

- Increase key student outcome measures including attendance, achievement rates, higher grades and value added.
- Equip students with the transferable skills required to thrive in the modern workplace.
- Enable students to progress to high quality destinations.
- Support students to become resilient within the modern world.

# ENABLE

## Our people to deliver excellent outcomes and have rewarding careers

We will support, empower, and value our staff, becoming an employer of choice within the sector. We will support them to develop professionally to provide excellent learning and support to students and to meet the future needs of the region.

### Over the next three years

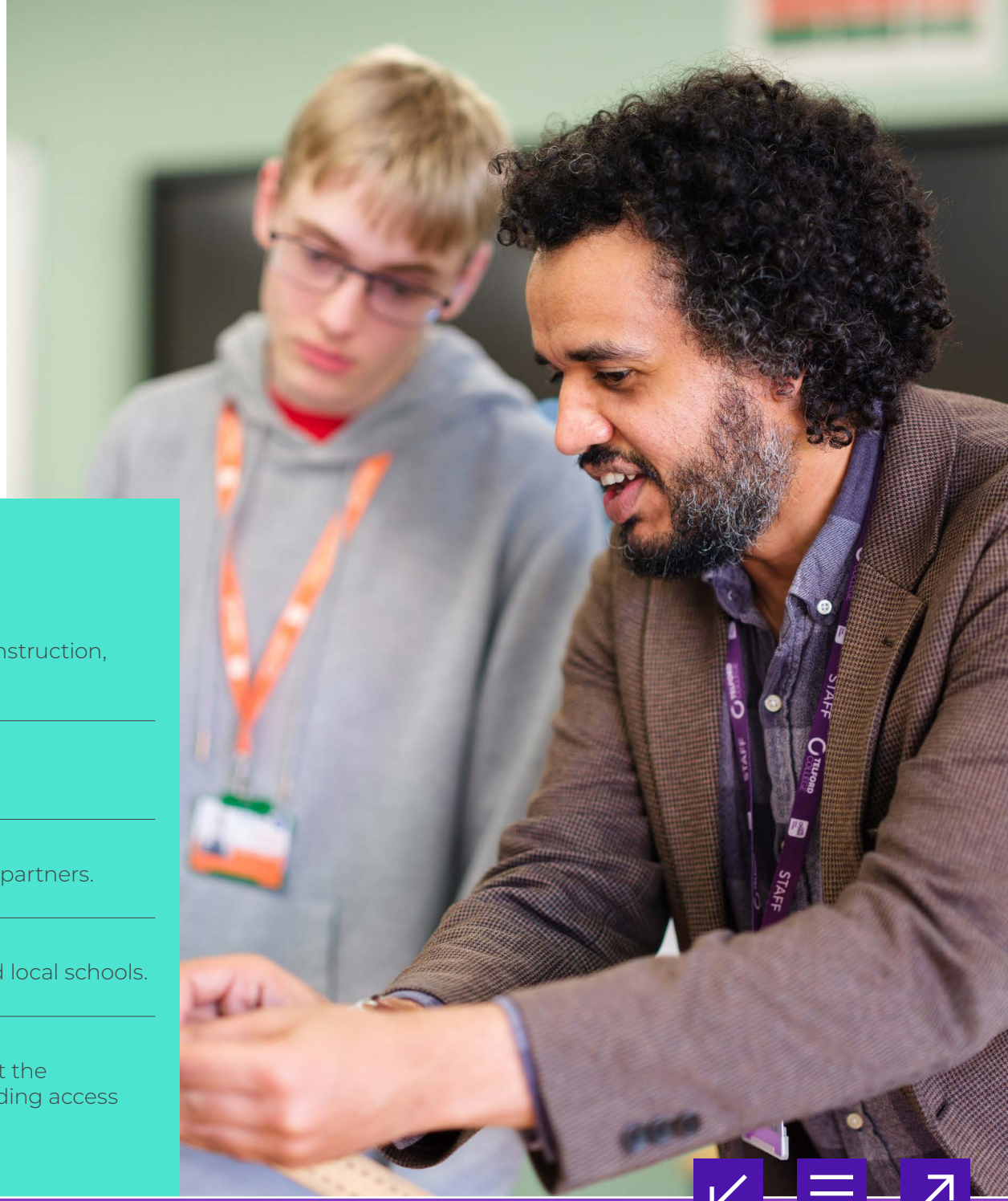
**We will**

- Ensure professional development for staff supports the achievement of Ofsted recommendations and enables staff to grow and develop in their careers.
- Ensure staff are recognised for their achievements and supported to develop.
- Streamline administration and support the reduction of workload utilising AI and digital platforms.
- Implement a new leadership and management development programme.
- Implement a new performance development and review process.
- Ensure staff are involved in shaping the future direction of the college through improved consultation processes.

# DRIVE

## Economic growth through innovative and impactful partnerships

We will build on our strong business, community, and educational partnerships for the benefit of Telford & Wrekin and the wider economy, ensuring the College is a positive partner and our students add value to the region.



### Over the next three years

**We will**

- Grow the curriculum in key areas including engineering, construction, health, digital, apprenticeships and Telford 6th.
- Support the achievement Telford & Wrekin's Vision 2032.
- Further develop our work with local and regional university partners.
- Strengthen partnership working with the post 16 sector and local schools.
- Through the college's employer engagement strategy meet the development needs of Telford & Wrekin employers by providing access to high-quality training advice and guidance.

# ADVANCE

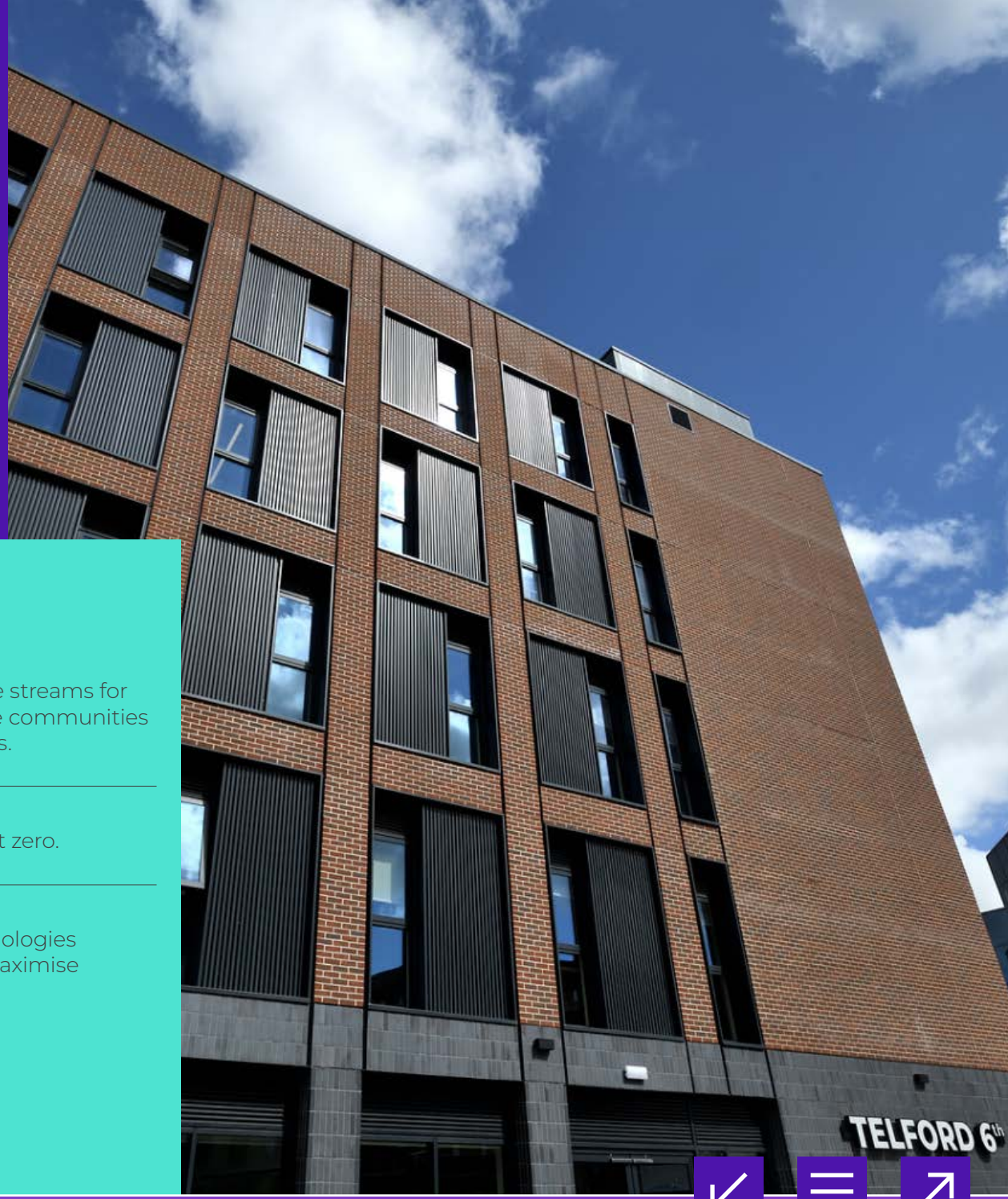
## The sustainability of the college

We will increase the sustainability of the college in its broadest sense, ensuring we remain financially efficient and resilient and investing to support the future needs of the organisation. We will continue our significant progress in renewing our buildings and infrastructure, focusing our investment plans on areas which bring the most value to the college in achieving this strategy.

### Over the next three years

**We will**

- Successfully realise the capital programme, opening Telford 6th, the new Wellington Campus Library and enhancing the learning and working environment.
- Ensure the college budget is aligned with financial benchmarks and priorities.
- Develop a long-term capital investment plan.
- Maximise income streams for the benefit of the communities the college serves.
- Work towards net zero.
- Adopt new technologies including AI to maximise efficiency.



# OUR COLLEGE VALUES

## AMBITION

We aim high, embrace challenges, and strive to be our best, individually and together.

## RESPECT

We treat everyone with dignity, kindness, and fairness.

## CONNECTION

We build strong relationships, share ideas and work positively together.

# AMBITION

We aim high, embrace challenges, and strive to be our best, individually and together.

## We demonstrate this value by

- Setting high standards for ourselves and others.
- Taking initiative and seeking opportunities to grow.
- Celebrating progress and pushing for excellence.
- Being resilient when faced with challenge.
- Being innovative and thinking creatively.

# RESPECT

We treat everyone with dignity, kindness, and fairness—celebrating diversity and creating a safe, inclusive environment where all voices are valued.

## We demonstrate this value by

- Listening actively and valuing different perspectives.
- Creating spaces where everyone feels safe and included.
- Challenging discrimination and standing up for fairness.

# CONNECTION

We build strong relationships, share ideas and work positively together.

## We demonstrate this value by

- Working together to solve problems and achieve goals.
- Sustaining and developing positive external partnerships.
- Maximising the positive benefits of the digital world.
- Supporting each other with empathy and care.
- Building positive relationships across teams and roles.
- Building resilience together in a changing world.

TELFORD
COLLEGE