



# PETROC

2024-2026 STRATEGIC PLAN



## SHAPING OUR FUTURE - TOGETHER

At Petroc College, our mission has always been to inspire ambition and create opportunities for learners, staff, and our wider community. This strategy is not just a roadmap for the future - it is a reflection of the shared vision, values, and aspirations of everyone at Petroc.

What makes this strategy truly meaningful is that it has been shaped by the voices of those who matter most - our staff and students. Through collaboration, feedback, and shared experiences, we have crafted a plan that aligns with the needs of our learners, the expertise of our teams, and the evolving demands of industry and education.

This strategy is built on four key themes: delivering high-quality education, empowering our staff, securing financial stability, and meeting the skills needs of our community. Each of these areas is underpinned by our core values - Respect, Integrity, Community, Communication, and Trust - ensuring that we continue to grow in a way that is sustainable, inclusive, and impactful.

This strategy is a commitment to continuous improvement, to innovation, and to ensuring that Petroc remains a place where people thrive.

## VALUES, VISION & MISSION

### Our Values, Vision & Mission

At Petroc College, our strategy is built on a foundation of shared values, a clear vision, and a strong mission that guide everything we do. These principles define who we are, shape our decisions, and inspire our commitment to learners, staff, and our wider community.

#### Our Values

At the heart of Petroc are our core values, which create a culture where learners, staff, and partners can thrive and succeed together. These values influence how we work, learn, and support each other every day:

**Respect** – Creating a culture of understanding and appreciation

**Integrity** – Acting with honesty and professionalism in all we do

**Community** – Working together to build a positive, inclusive environment

**Communication** – Ensuring openness, collaboration, and shared understanding

**Trust** – Building strong relationships based on reliability and mutual support

These values reflect our commitment to excellence and our dedication to fostering a supportive and forward-thinking college environment.

#### Our Vision

Our vision drives us forward and sets our aspirations for the future:

**Inspiring ambition through inclusive education, enabling every learner to reach their fullest potential.**

This vision is at the heart of everything we do. We strive to create an inclusive, ambitious, and dynamic learning environment where students from all backgrounds have the opportunity to grow, achieve, and make a lasting impact in their chosen fields.

#### Our Mission

Our mission defines our purpose and the transformative power of education at Petroc:

**Education at Petroc is more than learning – it's about transformation. We believe in the power of knowledge, skills, and ambition to shape lives and communities.**

We are committed to delivering outstanding education and training, equipping our learners with the skills, confidence, and opportunities to make a difference—not just in their own lives, but in the communities they serve.

Together, these values, vision, and mission underpin our strategic direction, shaping our journey towards excellence, inclusivity, and lifelong impact.

# STRATEGIC THEMES

## 1. Our Learners

**Objective:** Deliver high-quality education and training consistently across all programmes.

### Priorities:

- **Consistently Good Quality Education:** Delivering high-quality teaching to our learners which challenges and inspires them to meet their potential and progress to their chosen destination.
- **Industry Relevant Teaching:** Strengthen professional development for teaching staff, with an emphasis on sector-specific training.
- **Curriculum Excellence:** Ensure courses are aligned with industry standards and learner needs leading to positive destinations.
- **High Learner Satisfaction:** Learners are inspired to attend, enjoy their learning and are aspirational about their future.

### Targets:

- Achieve an Ofsted “Good” self-assessment rating by September 2025 to be confirmed by Ofsted inspection.
- >90% of learners report “good” quality of teaching through satisfaction survey.
- Learner outcomes are at least inline with sector averages in all areas.
- >95% positive destinations are achieved for all learners.



## 2. Our College

**Objective:** Secure Petroc's financial stability to ensure continued investment in its mission.

### Priorities:

- **Good Financial Health:** To be a financially sustainable organisation.
- **Pay and Conditions:** Move toward competitive pay to attract and retain talented staff, aligning with budgetary capacity.
- **Our Estate:** Develop and invest in facilities to create inspiring learning and teaching spaces, reflecting the College's ambition.

### Targets:

- Achieve and maintain at least “Good” financial health as determined by the DfE financial health score.
- Reinvest a minimum of 6% of income into the estate for capital equipment and improvements each year.
- Reduce operational costs by 3% through efficiency measures.

### 3. Our People

**Objective:** Empower a unified and engaged workforce committed to achieving Petroc's goals.

#### Priorities:

- **To ensure all staff feel included, supported and engaged:** Foster a collaborative, inclusive culture where all staff feel valued and supported.
- **Living Our Values:** Ensure transparency and alignment of actions with College values making Petroc a great place to work.
- **Staff Development:** Having a robust professional development offer for all staff, including sector/industry exchanges.
- **High Performing Staff:** Having effective performance management and accountability structures that enable staff members to progress and inspire learners.
- **Staff Pay and Conditions:** Ensuring the College has a competitive reward structure that keeps pace with the increasing cost of living within the financial parameters afforded to the College.

#### Targets:

- Achieve 85% staff satisfaction in annual engagement surveys.
- Provide every staff member with a minimum of 5 days of professional development annually.
- Improve staff pay to be in line with similar Colleges in the region within 3 years.
- 100% of staff to have a structured performance review and personal development plan in place with 90% of staff meeting or exceed performance expectations.



### 4. Our Community - Meeting the Skills Needs of Our Community and Stakeholders

**Objective:** Build a responsive curriculum to meet local and national economic priorities.

#### Priorities:

- **Curriculum Strategy Development:** Produce a curriculum strategy that reflects industry standards and future trends for the region.
- **Setting the Standards for Industry:** Foster industry partnerships to enhance work experience opportunities and ensure learners are work-ready and environmentally conscious.
- **Build on Our Partnerships and Collaborations:** Foster our partnerships and collaborations with schools, employers, the community and wider stakeholders.

#### Targets:

- Introduce 10 new industry-aligned programmes by the end of year 1.
- Provide 80% of learners with work-experience opportunities by year 1, scaling to 100% by year 2.
- Deliver on year 1 of the new Curriculum Strategy targets.



Excellence through learning



## KEY PERFORMANCE INDICATORS (KPIs)

Theme	KPI	Target (18 Months)
Our Learners	Learner satisfaction with teaching	≥90%
	Achievement rate at least to national averages	National averages by Sept 24/25→ leading to above National averages in year 2, 25/26.
	Ofsted rating	Achieve “Good” self-assessment by Sept 2025
Our College	“Good” financial health achieved	Good financial health
	Capital reinvestment in facilities	6% of annual income
	Reduction in operational costs	3%
Our People	Staff satisfaction score	≥85%
	Staff development days	5 days/year
	Staff Pay	Improve teachers pay by 3%
	Staff performance reviews and development plans	100% in place annually >90% meeting or exceeding performance expectations
Our Community	New industry-aligned programmes introduced	10 programmes
	Work experience participation	80% → 100% by 2026





Success is closer than you think



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