



Inspire
Education Group

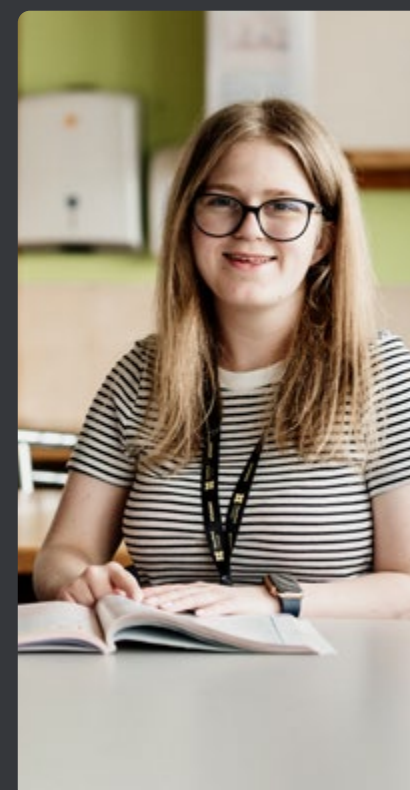
BE BOLD,

BE BRAVE,

BE EXCEPTIONAL.

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SECTION 1

WELCOME AND OVERVIEW

WELCOME

To Inspire Education Group

We are delighted to welcome you to **Inspire Education Group (IEG)**, a leading Further Education college with over 10,000 students. We are passionate about transforming lives through inspirational and innovative learning. This mission underpins everything we do, empowering not just our students, but the employers, communities and region we serve.

Building on our recent **Ofsted inspection result of 'good' overall, with a 'strong' judgement for meeting skills needs**, we are now ready to take the next exciting step on our journey. This strategy sets out our clear roadmap for achieving excellence, outlining nine key priorities that will propel IEG from good to great.

We understand the world around us is constantly evolving. We have seen recent political change, devolution in Lincolnshire, further devolved powers in Cambridgeshire and Peterborough, the impact of technology and AI, all bring a unique blend of challenge and opportunity. We are determined to not only navigate this landscape but to unlock the immense potential it holds.

The Inspire Education Group is an innovative, proactive, resilient forward-thinking college group. Our staff team care deeply about our students and work tirelessly to ensure they have a fantastic learning experience and are well prepared for the next step in their career journey.

Collaboration is at the heart of our strategy. We believe by working hand-in-hand with communities, employers and stakeholders, we can ensure everyone has the chance to thrive. The unwavering commitment of our Executive Team, Governors and all IEG staff fuels this collaborative spirit and absolute focus on excellence.

Ambition without action is just a dream. To achieve our goals, we have established a set of clear key performance indicators (KPIs) and measurable targets. These metrics will allow us to track progress and ensure we deliver on our ambitious plans.

We invite you to join us on this exciting journey. **Welcome to Inspire Education Group, where together, we will empower futures.**



R. Nicholls

Rachel Nicholls
CEO of Inspire
Education Group



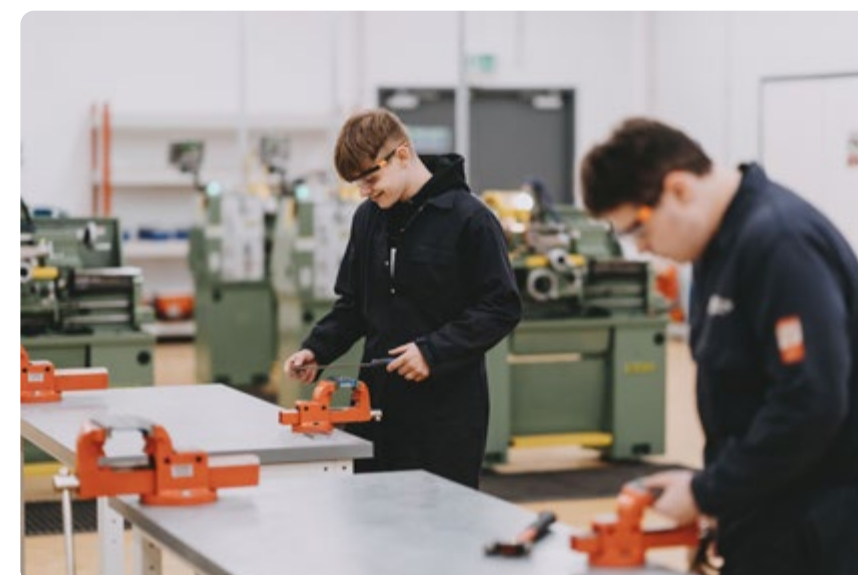
D. Pennell

David Pennell
Chair of Corporation



Over
10,000
students

Transforming
lives through
inspirational
and **innovative**
learning.



Good
Ofsted result



An **innovative,**
proactive,
resilient and
forward-thinking
college group.



Working hand-
in-hand with
communities,
employers and
stakeholders,
we can ensure
everyone has the
chance to **thrive.**



SECTION 2

OUR VISION, MISSION AND VALUES

**OUR VISION IS TO
BE AN EXCEPTIONAL
LEARNING
ORGANISATION,
EMPOWERING
YOUR FUTURE.**

**OUR MISSION IS
TO TRANSFORM
LIVES THROUGH
INSPIRATIONAL AND
INNOVATIVE LEARNING.**



Innovative

We are enterprising, responsive and adaptable.



Nurturing

We are supportive, caring and friendly.



Sustainable

We deliver strong finances that support reinvestment and environmental gains.



Passionate

We are ambitious, inspirational and aspirational.



Inclusive

We provide opportunities for all, respecting and celebrating the diverse communities we serve.



Respectful

We promote high standards through a culture of challenge, support and professionalism.



Excellent

We always deliver the very best that we can.



SECTION 3

WE ARE IEG - OUR ACHIEVEMENTS AND IMPACT

OVERVIEW OF THE INSPIRE EDUCATION GROUP

Inspire Education Group (IEG) comprises of Peterborough College, Stamford College and University Centre Peterborough. IEG is a large and successful provider of further and higher education in Cambridgeshire and Lincolnshire.

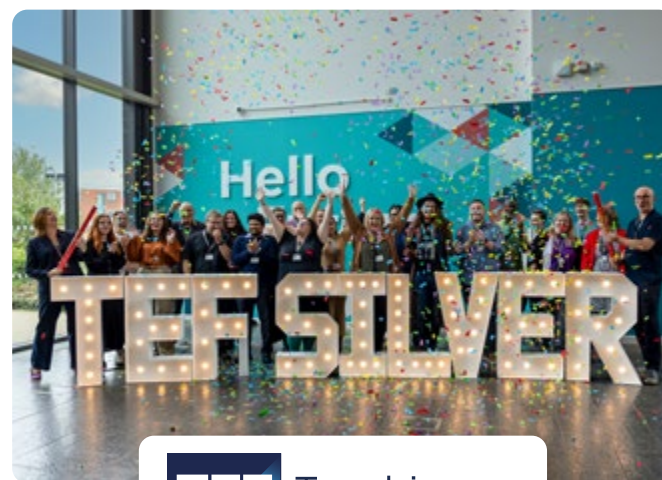
Peterborough College offers a wide range of programmes. The main campus is in a residential area half a mile from the city centre, with two smaller sites in the city centre delivering courses in Media and Journalism, Employability and Basic Skills.

Stamford College is located in the southwest corner of Lincolnshire, extending its catchment into five neighbouring local authorities: Rutland, Peterborough, Cambridgeshire, Leicestershire, and Northamptonshire.

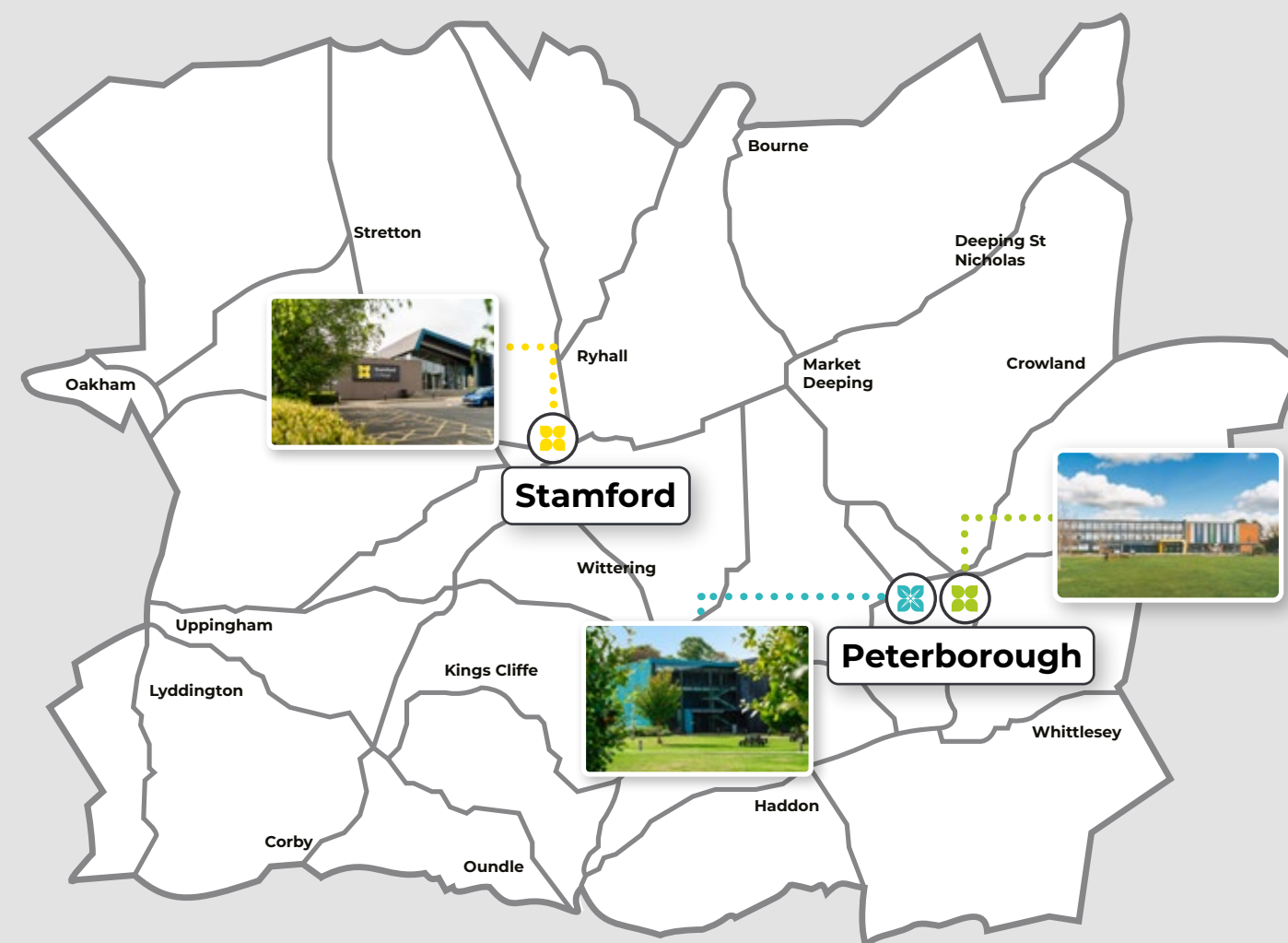
The group provides high-quality education, including vocational and technical programmes, apprenticeships, higher education and professional training courses tailored to both individual and employer needs, working with the long-term unemployed and delivering English and maths courses as well as Supported Internship programmes for students with Special Education Needs. IEG also delivers specialist commercial training, such as Gas Centre certification for local, regional and national employers.

Parcs Nursery is also an important part of the Inspire Education Group, graded Good by Ofsted in January 2023, it provides high quality learning where children thrive.

University Centre Peterborough (UCP) offers more than 30 different degree-level programmes across a number of vocational and academic subject areas. UCP is an approved partner institution of The Open University so our degrees have both national and international recognition. UCP has been accredited with silver status by the Teaching Excellence Framework (TEF), which is a testament to the high quality of teaching and student experience offered.



TEF
2023
Silver
Teaching
Excellence
Framework



EDUCATION PROVISION

93.7%

Retention
(Nat Rate 91.4%)

88.2%

Achievement
(Nat Rate 83.8%)

86.2%

Attendance

97.9%

A Level Pass Rate
with **31.3% A* - B
Grades**

86.4%

Basic Skills Maths
and English
Achievement Rate
(Nat Rate 66%)

91.8%

GCSE Maths
and English
Achievement Rate
(Nat Rate 79.3%)

*The above infographic highlights
the key statistics and performance
outcomes for all learners on study
programmes in 2022/23.*

WE HAVE BEEN CELEBRATING 'GOOD' NEWS

We were delighted to have been rated 'Good' alongside the highest outcome of 'Strong' in 'meeting skills needs' under the new enhanced Ofsted inspection framework for colleges and schools in England.

The four-day Ofsted inspection in March 2023 across both the Stamford and Peterborough campuses was the first inspection since the Colleges merged in 2020.

The Ofsted inspection outcome alongside the recently published national data shows how we deliver on our mission to 'transform lives through inspirational education and training' and is a testament to the hard work of our students and staff.

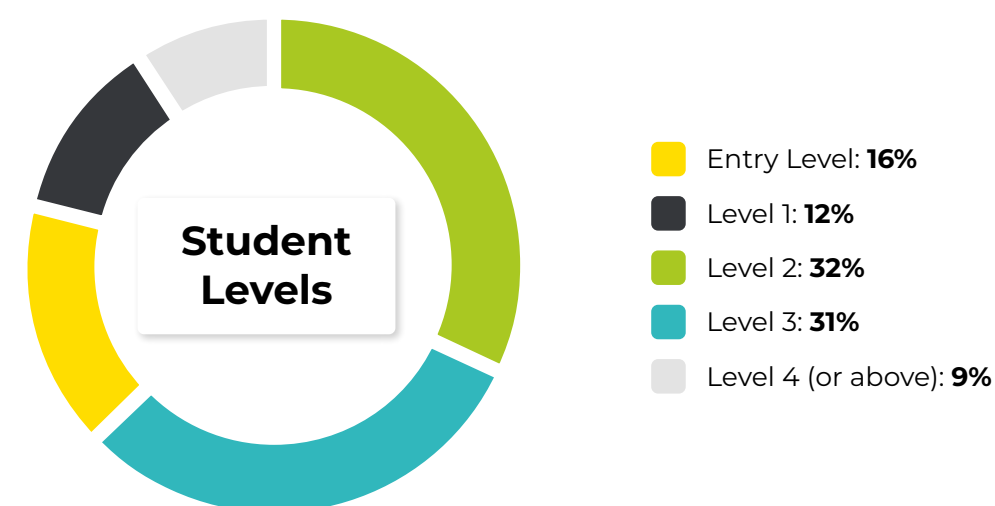
Ofsted grades awarded were as follows:

- Overall effectiveness **Good**
- Quality of education **Good**
- Behaviour and attitudes **Good**
- Personal development **Good**
- Leadership and management **Good**
- Education programmes for young people **Good**
- Adult learning programmes **Outstanding**
- Apprenticeships **Requires improvement**
- Provision for learners with high needs **Outstanding**



OUR STUDENTS

11,506 students studied with the Inspire Education Group during 2022-2023.



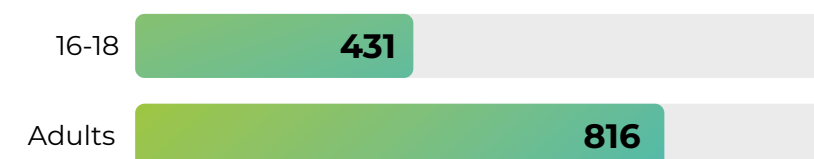
IEG Full-Time Students: 4,845



IEG Part-Time or Distance Learning Students: 4,677

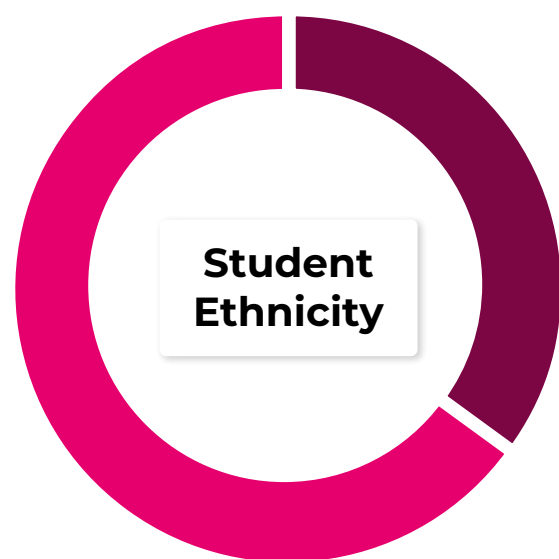


IEG Apprentices: 1,247

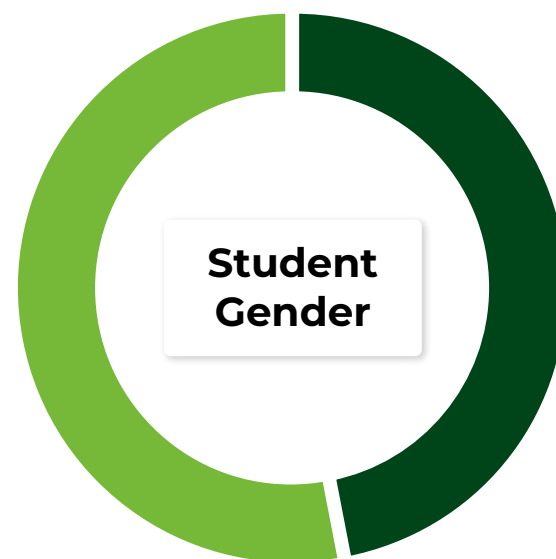


IEG Higher Education Students: 737

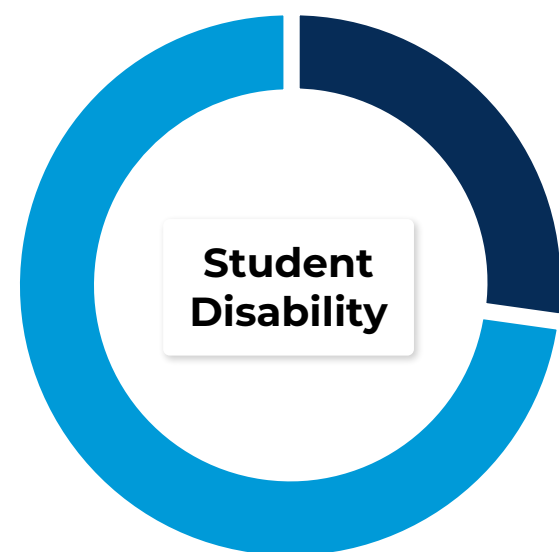




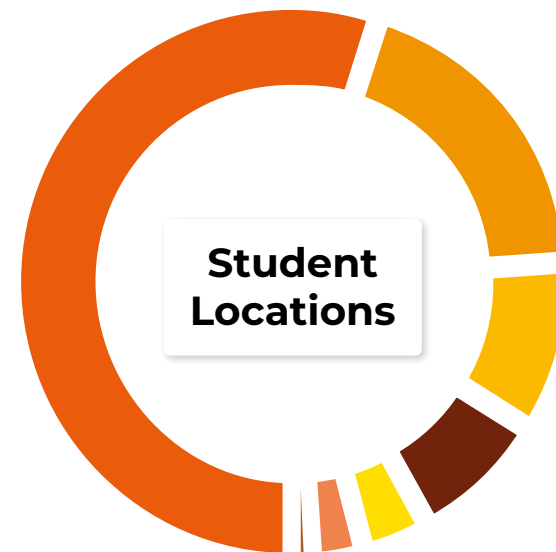
White British: **64%**
Black Asian Minority Ethnic: **36%**



Female: **54%**
Male: **46%**



Without A Disability: **73%**
With A Disability: **27%**



Greater Peterborough: **55%**
Lincolnshire: **19%**
Other: **10%**
Cambridgeshire: **8%**
Leicestershire: **4%**
Northamptonshire: **3%**
Norfolk: **1%**

IMPACT ON OUR STUDENTS

87%

of our students **would recommend** the College to others.

Source: Full-time study programme leavers survey 2022-23 and mid-year survey 2022-23.

93%

of our students positively progressed into Further Education, Employment, Apprenticeships or Training.

Source: Purlos 16-19 ESFA Destination Report Feb 2023 - June 2022 Leavers.

91%

of students believe the knowledge and skills they have learnt on their course have **prepared them for their intended next steps** or career pathway.

Source: Full-time study programme leavers survey 2022-23 and mid-year survey 2022-23.

95%

of students **feel safe** when attending College.

Source: Full-time study programme leavers survey 2022-23 and mid-year survey 2022-23.



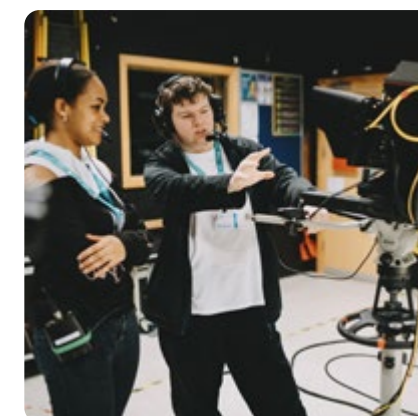
Of those students that have positively progressed into employment or an Apprenticeship:

49% said they can use the skills that they have learned on their course.

17% said they can perform their role better.

4% said the course helped them get a pay rise.

Source: Purlos Destination Known Responses - Feb 2023 Report.





SECTION 4

STRATEGIC DRIVERS

The following drivers will help shape our strategy and plans for the future.

How we learn



Strategic Driver 1: Unleashing Learning Potential

At IEG, we believe in unlocking the incredible learning potential within every individual. We understand how the brain functions best, fostering an environment that ignites curiosity and empowers all learners. We celebrate inclusivity, recognising that everyone has something unique to contribute. Our focus extends beyond academic knowledge and skill acquisition, nurturing vital skills like confidence, leadership, and communication. Motivation is key, and we cultivate supportive environments that inspire students to thrive, maximising their potential and impact.

Strategic Driver 2: Navigating the Globalised World

In today's interconnected world, understanding the impact of globalisation is crucial. We equip our students with the knowledge and skills to operate successfully in a globalised marketplace. This includes exploring how globalisation influences businesses, customers, and markets across the globe. We want our students to value diverse cultures, ensuring they can thrive in an increasingly interconnected world. By promoting Equality, Diversity and Inclusion (EDI) and sustainability, we empower our students to become responsible and inclusive global citizens.

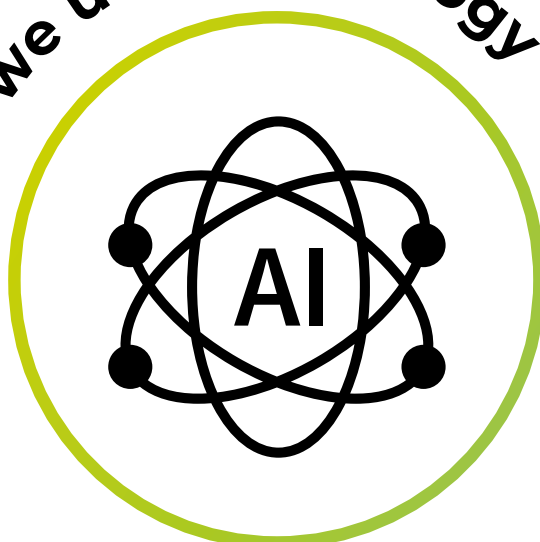
How we live



Strategic Driver 3: Embracing Technology for the Future

The ever-evolving landscape of technology demands a forward-thinking approach. Technology, Artificial Intelligence (AI) and automation will continue to have a profound effect on future skills needs. As a Google Reference College, we leverage cutting-edge technology to enhance our students' experiences and empower them with the digital capabilities crucial for success. Our innovative approach extends beyond the classroom, optimising our business functions for greater efficiency. We are constantly expanding our online offerings, providing students with the flexibility to learn anytime, anywhere. This commitment ensures our students are equipped with the digital fluency and adaptability required to thrive in a rapidly changing world.

How we use technology



How we balance work and life



Strategic Driver 5: Securing a Sustainable Future

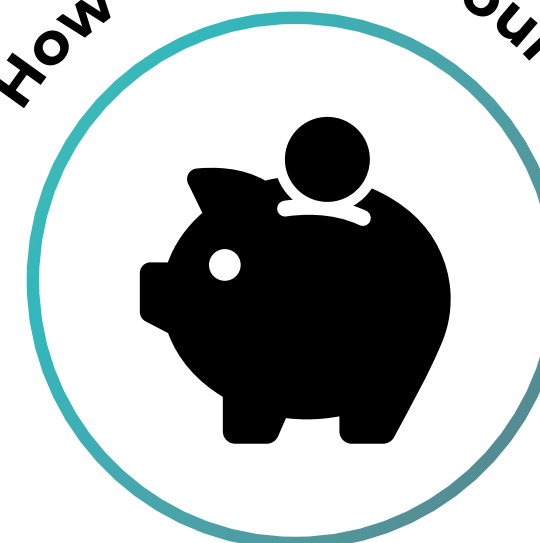
Financial stability and responsible resource management are paramount to securing IEG's future. In a climate of finite resources and budgetary constraints, we prioritise maximising value for money in every aspect of our operations. Efficiency, effectiveness and growth are cornerstones of our financial strategy.

Furthermore, we are deeply committed to environmental sustainability. Our numerous Green Apple Environment Awards, including the prestigious Silver Award, and membership of the Retrofit Academy, stand as a testament to our ongoing efforts to reduce our carbon footprint and create a more sustainable future for generations to come. This commitment extends beyond environmental responsibility, encompassing sound financial stewardship that safeguards our ability to deliver exceptional education for years to come.

Strategic Driver 4: Cultivating Wellbeing and Commitment

At IEG, we recognise that wellbeing is fundamental to success. We are deeply committed to fostering a nurturing community that prioritises the physical and mental health of both our students and staff. We understand that how we feel directly impacts our ability to learn, perform and contribute. By creating a supportive and inclusive environment built on our core values, we empower our people to thrive. We believe individuals give their best when they feel valued, supported, and empowered. This translates into a strong commitment culture, where everyone feels a deep sense of connection and dedication to the organisation. Recognising that life throws challenges, we offer comprehensive support structures to help our staff and students navigate both personal and professional difficulties, fostering resilience and enabling them to reach their full potential.

How we secure our future



How we serve our communities



Strategic Driver 6: Empowering Our Communities

At IEG, we are dedicated to serving the diverse needs of the communities we are embedded within. Understanding that a one-size-fits-all approach hinders progress, we tailor our provision and delivery methods to cater to specific community requirements. We recognise the importance of differentiation to ensure equality of opportunity for all. Through close collaboration with local stakeholders, we identify and address the unique needs of our communities, ensuring everyone can access the skills and knowledge necessary to thrive. This commitment extends beyond education, fostering a sense of shared purpose and contributing to the social and economic prosperity of the regions we serve.



SECTION 5

OUR STRATEGIC PRIORITIES

PRIORITY 1

“

“Leaders ensure that the strategic aims and curriculum offer of the College are closely aligned to the priorities for skills needed within the region.”

Ofsted, 2023

”

Continuously Evolve Our Curriculum

Anticipate future job markets, equip students with cutting-edge skills for lifelong success.

PRIORITY 2

Inspire and Engage Students

Deliver exceptional teaching and learning so students achieve their full potential.

“Lecturers know their students well and provide them with individualised feedback, so students know what they need to improve.”

Ofsted, 2023

Harness Technology

Unleash the power of digital technology in everything we do.

PRIORITY 3

“Lecturers are confident to be innovative in their teaching and assessment practice.”

Ofsted, 2023



Champion Equality, Diversity and Inclusion

Forge a truly inclusive organisation where everyone has equality of opportunity to succeed.

“Students are respectful of one another, listen to each other’s opinions and are aware that people have different views.”

Ofsted, 2023

PRIORITY 4

PRIORITY 5

Create Campuses of the Future

Transform our estate
into vibrant hubs of
learning, community and
innovation, with cutting-
edge spaces that inspire.

“Leaders and managers are
extremely ambitious for students.”

Ofsted, 2023

Cultivate a Thriving Workforce

Create an exceptional culture where wellbeing is prioritised and staff feel valued, engaged and empowered.

PRIORITY 6

WE ARE IEG

IEG STAFF
DEVELOPMENT
2024

CLARITY OF PURPOSE

- Colleges change lives
 - Driven by our vision, mission and values
 - Committed to the communities we serve
 - Acknowledge and proud of our students
 - We are 100% student focused
 - Focus on their future and next steps
 - Ensure our curriculum enables individual progression

“Staff at all levels care passionately about the wellbeing of their students.”

Ofsted, 2023

PRIORITY 7

Lead the Way in a Sustainable Future

Become a pioneering force in environmental sustainability. Embed eco-consciousness across our organisation, inspiring future generations to be responsible stewards of the planet.



“

“Leaders are developing the Green Technology Centre to offer new skills in areas such as electric vehicle technology.”

Ofsted, 2023

”

Empower Communities

Become a catalyst for positive change, inspiring individuals, communities and businesses through our expertise, partnerships and innovative programmes.

“

“Leaders have been instrumental in the development of Peterborough Citizens. This programme aims to develop community leaders and take action to bring about positive, sustained change in the local community.”

Ofsted, 2023

”

PRIORITY 8

PRIORITY 9

Maintain a Sustainable Financial Future

Grow and diversify our income, ensuring financial resilience for investment in our people and campuses.

“

“Students and apprentices enjoy their time at IEG and demonstrate a positive attitude to their education and training.”

Ofsted, 2023

”

BE EXCEPTIONAL

Our **vision** is to be an exceptional learning organisation, empowering your future.

Our **mission** is to transform lives through inspirational and innovative learning.

I Innovative
We are enterprising, responsive and adaptable.

N Nurturing
We are supportive, caring and friendly.

S Sustainable
We deliver strong finances that support reinvestment and environmental gains.

P Passionate
We are ambitious, inspirational and aspirational.

I Inclusive
We provide opportunities for all, respecting and celebrating the diverse communities we serve.

R Respectful
We promote high standards through a culture of challenge, support and professionalism.

E Excellent
We always deliver the very best that we can.

PRIORITY 1
Continuously Evolve Our Curriculum
Anticipate future job markets, equip students with cutting-edge skills for lifelong success.

PRIORITY 2
Inspire and Engage Students
Deliver exceptional teaching and learning so students achieve their full potential.

PRIORITY 3
Harness Technology
Unleash the power of digital technology in everything we do.

PRIORITY 4
Champion Equality, Diversity and Inclusion
Forge a truly inclusive organisation where everyone has equality of opportunity to succeed.

PRIORITY 5
Create Campuses of the Future
Transform our estate into vibrant hubs of learning, community and innovation, with cutting-edge spaces that inspire.

PRIORITY 6
Cultivate a Thriving Workforce
Create an exceptional culture where wellbeing is prioritised and staff feel valued, engaged and empowered.

PRIORITY 7
Lead the Way in a Sustainable Future
Become a pioneering force in environmental sustainability. Embed eco-consciousness across our organisation, inspiring future generations to be responsible stewards of the planet.

PRIORITY 8
Empower Communities
Become a catalyst for positive change, inspiring individuals, communities and businesses through our expertise, partnerships and innovative programmes.

PRIORITY 9
Maintain a Sustainable Financial Future
Grow and diversify our income, ensuring financial resilience for investment in our people and campuses.

Inspire
Education Group

PRIORITY 1

Continuously Evolve Our Curriculum

Anticipate future job markets, equip students with cutting-edge skills for lifelong success.

We will achieve this by:

- **Anticipate, Adapt, Achieve:** Continuously scan the horizon to identify emerging job market trends and integrate cutting-edge skills into our curriculum.
- **Empowering All Learners:** Equip every student, regardless of background, with the essential skills and knowledge to thrive in the ever-evolving workplace ensuring they are work ready.
- **T Level Trailblazers:** Lead the way in T Level development and delivery, ensuring our students are at the forefront of technical education.
- **SEND Success:** Expand Supported Internship opportunities for SEND students, fostering a seamless transition into the workforce.
- **Literacy and Numeracy Champions:** Maintain our unwavering focus on literacy and numeracy, ensuring all students possess a strong foundation for lifelong learning.
- **Upskilling the Workforce:** Collaborate with employers to deliver tailored programmes that bridge skill gaps and enhance employee capabilities.
- **ESOL Expansion:** Increase ESOL provision, including collaborative efforts with businesses to upskill their workforce and promote diversity and inclusion.
- **Employment Focused Pathways:** Work with stakeholders to develop targeted programs that equip learners with the specific skills they need to secure rewarding careers.
- **Higher Education:** Expand our higher education offer through degree apprenticeships and Higher Technical Qualifications, providing a seamless pathway for career advancement.
- **Learning Without Limits:** Break down geographical barriers with our Google learning platform, empowering students to access high-quality education anytime, anywhere.
- **A Levels:** Maintain our highly successful A Level offer, ensuring students have access to a broad and rigorous academic curriculum.
- **Green Skills:** Deliver innovative and industry-relevant curriculum within our new Centre for Green Technology, preparing students for careers in construction, engineering and motor industries.
- **Apprenticeship Expansion:** Increase our apprenticeship offer by working closely with our Employer Boards, ensuring programmes meet the evolving needs of industry and provide a clear pathway to skilled employment.

Enabling Strategies

- Curriculum Strategy
- 21st Teaching, Learning and Assessment Strategy
- Careers Strategy
- Student Engagement and Student Voice

PRIORITY 2

Inspire and Engage Students

Deliver exceptional teaching and learning so students achieve their full potential.

2

We will achieve this by:

- **Pedagogy at the Forefront:** Teaching, learning and assessment will be at the core of everything we do, ensuring the highest quality educational experiences for all our students.
- **Investing in Excellence:** Empower our staff through ongoing professional development opportunities, fostering a culture of continuous learning and growth.
- **Thriving Learning Environments:** Provide exceptional facilities for both students and staff, creating inspiring spaces that promote collaboration and innovation.
- **Tech-Powered Learning:** Leverage the power of technology to enhance teaching and learning, fostering deeper student engagement and personalised learning.
- **Nurturing New Talent:** Offer comprehensive support for new staff members through our outstanding Quality Learning Practitioners, ensuring a smooth transition and fostering a sense of belonging.
- **Empowered Educators:** Encourage a culture of experimentation and risk-taking, valuing innovation and creative approaches to teaching and learning.
- **Student Achievement:** Clear focus on high quality, developmental feedback that maximises student progress and outcomes.



Enabling Strategies

- People Strategy
- 21st Teaching, Learning and Assessment Strategy
- Digital Success Strategy

PRIORITY 3

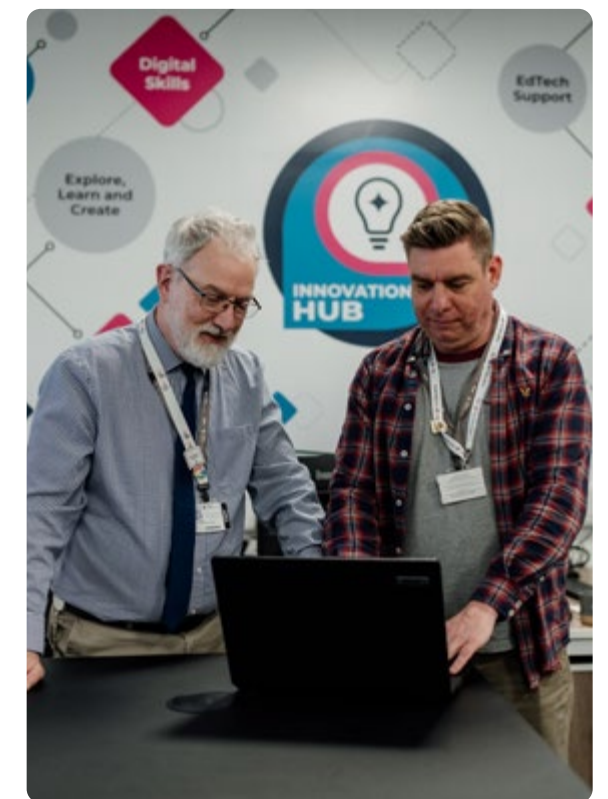
Harness Technology

Unleash the power of digital technology in everything we do.

3

We will achieve this by:

- **Digital Infrastructure:** Continually invest in the latest technology, including immersive technology classrooms, to create dynamic and engaging learning environments.
- **Empowering Educators Through Tech:** Provide ongoing professional development focused on digital tools and strategies, delivered by our dedicated Digital Technology Team who stay abreast of the latest advancements.
- **Building on Google Expertise:** Leverage our Google Reference College status to expand access to Google training for all staff, empowering them to harness the full potential of digital tools.
- **Future-Proofing Technology Adoption:** Maintain a relentless focus on staying current with evolving technologies, ensuring our digital infrastructure remains at the forefront.
- **Data-Driven Decision Making:** Further develop our Power BI capabilities to generate insightful data reports that illuminate opportunities for improvement and guide strategic decision-making.
- **AI for Efficiency:** Explore the potential of AI to streamline business service areas, maximising efficiency and minimising workload for staff.
- **Culture of Digital Curiosity:** Foster a culture that embraces exploration and experimentation with new technologies, encouraging continuous learning and innovation.



Enabling Strategies

- Digital Success Strategy
- Information Technology Strategy
- Management and Information Strategy

PRIORITY 4

Champion Equality, Diversity and Inclusion

Forge a truly inclusive organisation where everyone has equality of opportunity to succeed.

We will achieve this by:

- **Equality for All:** Champion a culture where everyone feels empowered to succeed and reach their full potential, regardless of background.
- **Celebrating Diversity:** Embrace a vibrant tapestry of cultures, beliefs and religions, recognising the immense value each individual brings to our organisation.
- **Strength in Difference:** See diversity as a powerful asset, fostering an environment where all voices are heard and valued.
- **EDI Champions:** Empower our EDI Committee and Special Interest Groups to shine a spotlight on the importance and benefits of Equality, Diversity, and Inclusion.
- **External Recognition:** Actively pursue external recognition for our commitment and EDI work, solidifying our reputation as an inclusive and welcoming space for all staff and students.
- **Anti-Racist Practices:** Implement robust anti-racist practices across all aspects of our operations, promoting a culture of fairness and respect.
- **Zero Tolerance for Discrimination:** Address any incidents of offensive or inappropriate behaviour swiftly and decisively, upholding our high standards.

- **Restorative Education:** Where appropriate, utilise restorative practices to educate and empower individuals who fall short of expectations, fostering understanding and promoting positive change.



Enabling Strategies

- Equality, Diversity and Inclusivity Strategy
- People Strategy

PRIORITY 5

Create Campuses of the Future

Transform our estate into vibrant hubs of learning, community and innovation, with cutting-edge spaces that inspire.

We will achieve this by:

- **Estate Transformation Blueprint:** Execute our ambitious estate strategy and master plan, transforming our campuses into vibrant hubs of learning, community and innovation.
- **Securing Capital Investment:** Actively pursue capital funding opportunities, leveraging the success of the Centre for Green Technology to demonstrate the positive impact of investment on our educational mission.
- **Financial Sustainability:** Maintain sound financial planning and performance to ensure the resources required to deliver our campus refurbishment programme and upgrade ageing facilities.
- **Showcasing Success:** Utilise the Centre for Green Technology as a flagship example, showcasing the transformative power of investment in creating cutting-edge learning spaces that inspire and empower students.
- **Scaling for Growth:** Accommodate our expanding student population by ensuring our campuses are equipped to meet future enrolment demands.
- **Strategic Mergers:** Explore potential mergers that strategically enhance our curriculum offer, our portfolio of buildings and resources, furthering our commitment to providing exceptional educational experiences.



Enabling Strategies

- Estates Strategy
- Financial Strategy
- Digital Success Strategy

PRIORITY 6

Cultivate a Thriving Workforce

Create an exceptional culture where wellbeing is prioritised and staff feel valued, engaged and empowered.

6

We will achieve this by:

- **Investing in Our People:** Recognise that our staff are the cornerstone of our success. We prioritise creating an exceptional culture that fosters wellbeing, innovation and excellence.
- **Prioritising Wellbeing:** Maintain a relentless focus on staff wellbeing and mental health, providing comprehensive support structures and promoting a healthy work-life balance.
- **Open Communication Channels:** Cultivate strong relationships with staff through our Employee Communication Groups, ensuring open and transparent communication at all levels.
- **Taking the Pulse of Our Culture:** Regularly assess our organisational culture through surveys, staff drop-in sessions and feedback from employee representatives.
- **Proactive Problem-Solving:** Address issues swiftly and proactively, offering robust support when necessary.
- **Supportive Performance Management:** Implement fair and supportive performance management practices that acknowledge the impact on students and colleagues of unaddressed issues.
- **Change Management Champions:** Deliver collaborative and effective change management strategies, minimising disruption and fostering staff buy-in.
- **People Strategy Powerhouse:** Deliver on the promises outlined in our People Strategy, solidifying our commitment to attracting, retaining and developing top talent.

Enabling Strategies

- People Strategy
- Mental Health and Wellbeing Strategy



PRIORITY 7

Lead the Way in a Sustainable Future

Become a pioneering force in environmental sustainability. Embed eco-consciousness across our organisation, inspiring future generations to be responsible stewards of the planet.

We will achieve this by:

- **Eco-Conscious Champions:** Lead the way in environmental sustainability, embedding eco-consciousness across all facets of our organisation.
- **Inspiring the Next Generation:** Foster a culture of environmental stewardship, empowering future generations to become responsible guardians of our planet.
- **Operational Efficiency:** Implement sustainable practices across our operations, minimising our environmental footprint and optimising resource utilisation.
- **Centre for Green Technology Catalyst:** Leverage our Centre for Green Technology and our membership of the Retrofit Academy as a catalyst for innovation, promoting sustainable practices and inspiring collaboration with the wider community.
- **Curriculum for Change:** Integrate sustainability principles into our curriculum, equipping students with the knowledge and skills necessary to address environmental challenges.
- **Community Partnerships:** Forge strategic partnerships with local and regional environmental organisations, fostering collective action towards a sustainable future.
- **Leading by Example:** Continuously seek new opportunities to reduce our carbon footprint and embrace environmentally friendly practices, setting a powerful example for others.



Enabling Strategies

- Estates Strategy
- Environmental Sustainability Strategy

PRIORITY 8

Empower Communities

Become a catalyst for positive change, inspiring individuals, communities and businesses through our expertise, partnerships and innovative programmes.

We will achieve this by:

- **Building on Success:** Leverage our existing networks and forge new collaborations to tackle shared challenges and unlock collective solutions.
- **Education for All:** Work in partnership with stakeholders to ensure those furthest from employment have access to educational opportunities that empower them to succeed.
- **Multi-Pronged Approach:** Collaborate with devolved authorities, city and district councils, chambers of commerce, federation of small businesses, universities, schools, employers and charities. This multi-pronged approach fosters a powerful network that drives positive change.
- **Partnership as Power:** View partnerships as a strategy to inspire and deliver transformative change. By working together, we can achieve more than any single entity can alone.
- **Co-Designing the Future:** Engage stakeholders in co-designing curriculum that is relevant, impactful and life-changing.
- **Strengthening the Social Fabric:** Develop our work with voluntary and charitable organisations – the beating heart of many communities – to amplify positive social impact.
- **Community Organising Champions:** Deepen our commitment to community organising methodology through ongoing work as part of Peterborough Citizens.
- **Leading by Example:** Serve as a model for social responsibility, inspiring others to contribute to a more vibrant and equitable society.



Enabling Strategies

- Curriculum Strategy
- Equality, Diversity and Inclusivity Strategy

PRIORITY 9

Maintain a Sustainable Financial Future

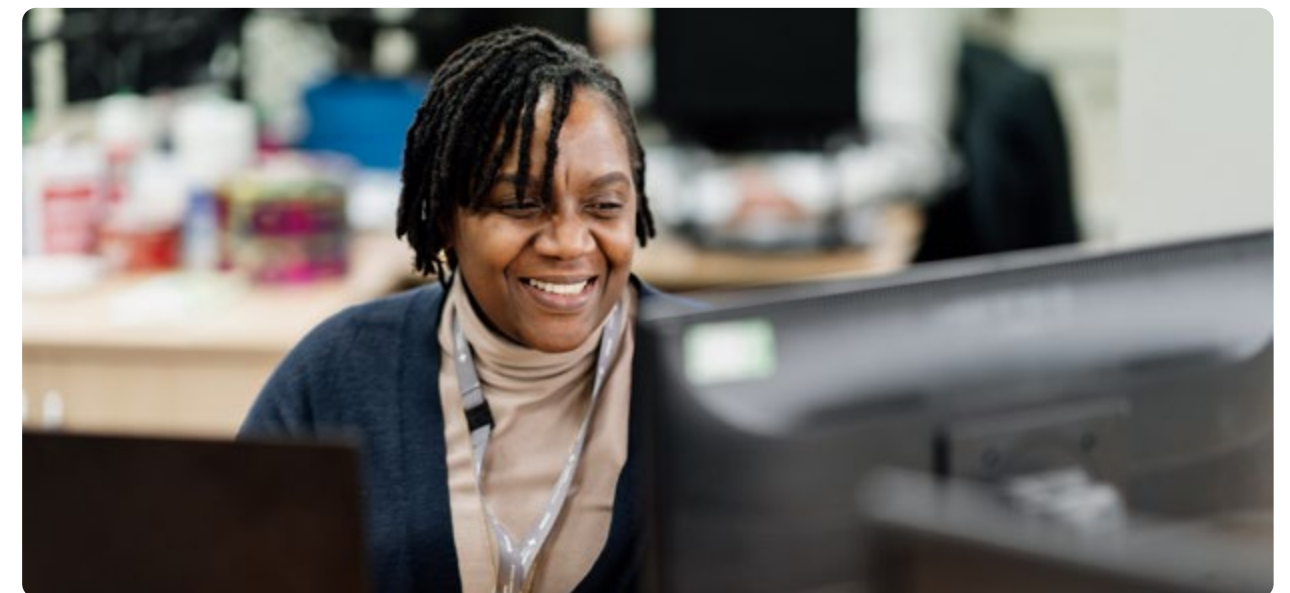
Grow and diversify our income, ensuring financial resilience for investment in our people and campuses.

We will achieve this by:

- **Financial Stewardship:** Prioritise careful and responsible resource management to ensure long-term financial health and stability.
- **Strategic Investment:** Fuel growth and development through the creation of an innovative curriculum offer aligned with Priority 1.
- **Cost Optimisation:** Strike a balance between prudent cost control and strategic investments that enable us to deliver high-quality education.
- **Data-Driven Decisions:** Enhance the connectivity between our finance, payroll, HR and MIS systems to generate comprehensive data insights that guide financial decision-making.
- **Value for Money Champions:** Negotiate strategically and leverage our purchasing power to ensure we receive the best value for every pound spent.
- **Benchmarking Best Practices:** Regularly benchmark our financial performance against similar institutions to identify areas for improvement and confirm we are on track for financial sustainability.

Enabling Strategies

- Financial Strategy
- Management Information Strategy
- Commercial Strategy



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