



The Isle of Wight College

Strategic Plan 2024-2030

Reviewed and Updated: January 2026

Our Purpose

Our purpose is to create a vibrant, inclusive, and innovative learning community on the Island, dedicated to improving the educational and career outcomes for young people and adults. We are committed to:

1. **Inclusivity:**

Providing an accessible, supportive, and diverse learning environment that welcomes all individuals and empowers them to achieve their full potential.

2. **Ambition:**

Setting high expectations, creating and delivering pathways to higher level skills to raise aspirations and striving for excellence in all our educational programmes and services, ensuring our students are well-prepared for the future.

3. **Innovation:**

Embracing cutting-edge teaching and learning techniques and using technology to enhance their learning experience, improve work and learning outcomes, fostering creativity and embracing critical thinking.

4. **Career Pathways:**

Developing strong partnerships with local businesses and industries to create relevant career pathways and progression opportunities to the higher level skills employers need that boost the local economy.

5. **Employer and Community Engagement:**

Providing an educational offer that encourages businesses, young people and adults to come to the Island to learn, live and work, securing vibrant growing communities who care about their surroundings.

6. **Sustainability:**

Promoting environmental stewardship through sustainable practices and green initiatives across our sites, and ensuring financial sustainability through prudent management and diversified funding sources.

We aim to be a beacon of educational excellence on the Island, transforming lives through learning and fostering a sustainable, prosperous future for all.



Our Vision

Our vision is to create a more prosperous, inclusive, and vibrant Isle of Wight, made possible by the leadership, innovation, and contributions of our students, staff and partners, with their diverse skills, ambitions and talents.

Our Mission

To deliver excellent outcomes in an aspirational and inclusive environment that:

- Puts our students first
- Values our staff
- Builds and nurtures our strong relationships with employers
- Actively supports our local community

Our Values

Collaborative

Accountable

Respectful

Excellent

Sustainable

The college that CARES about you, our island community and our environment

Our Context:

The Island has a mix of authority-maintained schools, academies and private training providers. The college is the only Further Education College on the Island and provides education and skills for 16-18 year olds and 19+ students. The college operates across all vocational pathways, apprenticeships and foundation skills and is the Island's University Centre where the ambition is to grow higher level skills provision attracting and retaining employers and their workforce. The college works to a high standard and is a good provider. The college is extremely proud of its outstanding special educational needs provision. The college works with the local authority, parents/carers and local schools to enable young people aged 14-16 to access core skills that supplement their main programme of learning. The college is a key provider of English and maths GCSE post 16 and has an improving trajectory in achievement rates.

The college serves its rural, coastal and urban communities with [a population of c.142,000](#). The college ensures it reaches all parts of the community and provides lifelong learning opportunities alongside those for our 16-19 population. We believe that no-one should need to leave the Island to access the learning and skills required for them to achieve their aspirations.

The college has [outstanding partnerships](#) across employers, education settings, local authority, employer representative bodies and community groups. The impact of these strong partnerships are:

- Raising aspirations
- Delivering an employment ready workforce
- Celebrating diversity and inclusion
- Raising skills levels and ambitions
- Promoting community action and volunteering
- Developing independent living and working skills
- Nurturing creativity and innovation
- Developing and delivering higher level skills
- Providing industry standard learning environments

The college maintains a [45% market share across the 16-19 provision](#) on the Island and has grown its reputation as a provider of choice. We aim to increase our market share through the continued development of our specialist provision and pathways

into higher level skills in employment areas the Island most needs to thrive. The college is well positioned to meet the changing employment and higher skills needs of the Island. The college is both ambitious and aspirational with the ability and track record of being able to adapt and change as markets and economies evolve.

Approximately 16% of the population on the Isle of Wight live in poverty. The college is committed to tackling poverty by providing pathways into work and learning from entry level to the higher-level skills that will enable young people and adults to become economically active and secure meaningful and fulfilling careers. The college is committed to community action where we will continue to support those in greatest need through volunteering, fundraising and local support that is required by local people, charities and community groups.

The Isle of Wight has a higher proportion of people with no qualifications compared to the national average. The college is providing the broadest possible curriculum that enables young people and adults to achieve their qualifications from entry level to level seven. We will work with partners and universities to grow opportunities and raise aspirations enabling local people to access higher level skills without leaving the Island. A significant percentage of the population on the Isle of Wight does not have a level two qualification, which is higher than the national average. The college is focused on improving the skills and aspirations of adults and young people across the Island and is already seeing significant success in raising achievement levels at level two and above.

The Isle of Wight has a skills gap in areas such as engineering, health and social care, and construction. The college has invested in its capital estate to provide the very best industry standard teaching and learning environments that mirror those in the workplace which include, engineering facilities at our Centre of Excellence for Composites, Advanced Manufacturing and Marine (CECMM), Hair and Beauty, Health and Social Care, Creative Industries and Construction. These resources will enable young people and adults to achieve the higher -level skills required within these industries. Alongside these we will focus on the development and growth of the Creative Industries curriculum which will contribute to the economic development of the Island.

There is a need for investment in skills training and development to address the skills gap and support economic growth on the Isle of Wight.

Main areas of employment: Retail, Wholesale and Motor Trades (8,000), Health and Social Care (8000) Accommodation and Food Services (7,000), Education (4,500) and Manufacturing (4,000). The college is responding to this by developing new career pathways and investing in capital, resources and staffing to optimise opportunities to access local work.

The unemployment rate on the Isle of Wight is slightly higher than the national average and the college is working with the Local Authority, employers and employer representative bodies to improve employment opportunities and the skills required to undertake new roles locally which will, in turn contribute to a buoyant economy.

Our Commitment:

The Isle of Wight College will provide further education and skills for young people and adults that prepares them for work, further learning and independent living. We will achieve this through developing and investing in our talented staff, building productive relationships with employers and our community to create a skilled workforce and active citizens who are respectful, accountable and adaptable.

We will work alongside schools, local authorities, universities and other education and training settings to provide pathways that build on prior learning, develop critical, practical and higher- level skills to meet local needs. We will work with partners to ensure that the Isle of Wight College is a community asset that contributes to the pipeline of qualified and work ready citizens who are economically active. We will provide outstanding, impartial information, advice and guidance that informs choice, giving people the best possible opportunity to thrive and progress.

We will create aspirational opportunities that enable young people and adults to explore their full potential in safe and inclusive surroundings. We will prepare an ambitious curriculum where everyone can access the level and skills they require to move on to their next steps.

We will create sustainable spaces and resources that employers, students, apprentices, graduates and the wider community can access in safe environments

that enable them to live and thrive independently and access skilled jobs for the future.

Delivering our Mission:

PUTTING OUR STUDENTS FIRST

To raise aspirations through an inspirational, innovative and inclusive place to learn, work and succeed, we are creating:

- Consistently high quality, inspirational teaching and learning environments
- Accessible and inclusive working and learning spaces for all
- Responsive and innovative curriculum that meets employer, partner and individual need
- Excellent outcomes for all ensuring they have access to effective information, advice and guidance that enables them to make informed choices about their progression pathways into work, further learning and independent living
- Safeguarding our students to ensure they can learn and work in a safe and healthy environment

VALUING OUR STAFF:

To attract, recruit and retain a talented workforce, we are:

- Creating a culture of kindness
- Accountable for our actions
- Respectful of others
- Enablers of success and aspiration
- Supporting each other to achieve excellence together

WORKING WITH OUR EMPLOYERS:

To develop an ambitious, enriching and responsive curriculum in partnership with employers and the community, we are:

- Co-creating a relevant, flexible and innovative curriculum that meets local skills needs
- Advancing an ambitious and aspirational curriculum to provide contextualised career pathways from entry to higher levels
- Responding to the changing skills needs of employers and the community
- Exploring new technologies that support innovation and contribute to an environmentally sustainable curriculum

- Securing a highly skilled and talented workforce to deliver timely industry standard teaching, learning and assessment

SUPPORTING OUR COMMUNITY:

To achieve our ambitions to be an ambassador for environmental and financial sustainability, a trailblazer in digital technology and a pioneer for island regeneration, we are:

- **C**aring for our environment to create a sustainable future for our community
- **A**dvancing technology to reduce workload, improve financial and environmental performance and accelerate curriculum development
- **R**esponding to community need providing skills and services that will contribute to the regeneration of the Island
- **E**nsuring the college provides good value for public money and has financially sustainable future
- **S**uccessfully raise aspirations and celebrating diversity across the Island

STRATEGIC PRIORITIES 2024-2030	We know we have been successful when
Raise aspirations through an inspirational, innovative and inclusive place to learn, work and succeed	Teaching and learning is consistently innovative and inspirational achieving excellent outcomes for all
	Learners are inspired, motivated and engaged in their learning demonstrating high levels of attendance and retention
	Learners achieve their aspirations in a timely way
	Learners feel a strong sense of belonging, value, and inclusion within the college community A high percentage of students report feeling a strong sense of belonging and connection to the college community in annual surveys. Learners feel safe, benefitting from an inclusive and diverse environment that prepares them well for life, work and independence
	Learners consistently achieve above national benchmarks

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	Students actively participate in enriching activities, community action, and peer-led initiatives that encourage inclusion and belonging.
Develop an ambitious, enriching and responsive curriculum in partnership with employers and the community	The curriculum is contemporary and forward thinking presenting future skills that optimise digital technology
	Employer engagement and satisfaction is excellent
	Learners achieve higher level skills, successful industry placements, work experience and sustained employment meeting local need
	Employers co-create a sequenced curriculum tailored to employer need resulting in high levels of sustained employment to meet skills needs and gaps
	Effective marketing and communication results in increasing numbers of learners accessing high quality teaching, learning and work placements with local employers
	Apprenticeship provision, Access to Higher Education and Higher Education offer achieves growth in key sectors and industries
	Learners engage in local, regional, national and international skills competitions achieving ambitious results
	Learners take part in community action that results in improved levels of communication, confidence, team building and problem-solving skills

Raise standards in support services, information, advice and guidance that empower students to progress into further learning and work	Support services for learners are excellent and provide a safe and nurturing space beyond the teaching and learning environment
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	Excellent information, advice and guidance leads to positive outcomes and destinations for learners
	Learners receive the support they need to achieve their aspirations and move on to the next stage in life, work and learning with confidence
	Young people and adults receive excellent impartial information, advice and guidance in their schools, community and workplace enabling people to make informed choices about their career pathways
Attract, recruit and retain a talented workforce	People are attracted to the college and the Island as a positive destination and a prosperous place to live and work
	Staff feel well supported, valued and recognised for the contribution they make to learner outcomes, college and Island life
	Staff are well qualified, perform to the highest standard and achieve consistently good results
	Staff retention and satisfaction is good
Ensure the college achieves a sustainable financial future that provides value for public money	All bank covenants are secured and achieved each year
	The college achieves consistently good financial performance and health
	The college consistently achieves its funding contracts and secures future funding
	Capital funds are secured to continually improve the estate and improve resources

	Funding is secured for higher level skills to create future growth, opportunity and prosperity
	The curriculum and support services operate efficiently

	The education character of the college is sustained and provides good value for public money
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Achieving our ambitions	We know we have been successful when we have
Ambassadors for generating a sustainable environment	Reduced waste, increased use of renewable energy and created efficient buildings and working practices
Trailblazers for the development and implementation of digital technologies	Reduced workload and improved outcomes for students and apprentices
Pioneers for Island regeneration	Improved our market share and made the college a destination for learning and skills regionally, nationally and internationally

