

RUNSHAW COLLEGE



# Strategic Plan

## 2024-27

**With Year 1 Strategic Aims: 2024-25**

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# Introductory Statements

*I am delighted to present our Strategic Plan, outlining our aspirations for the next three years. This is the second three-year plan that we have developed since I had the privilege of becoming the Principal & CEO here at Runshaw. In 2024, we proudly commemorate 50 years of Runshaw College's establishment, a milestone that underscores our rich history and unwavering commitment to excellence. We extend our gratitude to all our partners - students, staff, governors, employers, high schools, civic partners, higher education institutions and other stakeholders - for their invaluable contributions to our continued success. Everyone's insights and priorities have shaped and formed this strategy, so that each stakeholder's vision will become realised as we work to achieve the objectives it sets out.*

Clare Russell  
Principal & CEO



*As we celebrate the 50th anniversary of Runshaw College, the belief that education changes lives, underpinned by the staff's dedication in putting teaching and learning and the needs of our learners first, remains as strong today as it has historically. This strategy is built upon insightful data and deep engagement and collaboration with key stakeholders including our partner high schools, employers and civic bodies. The ambitious plans set out both the long-term investment in a curriculum that supports the economic plans of the communities we serve and our continued investment in our estates strategy. Our immediate focus is the journey to outstanding over the next few months. The governors and I are energised by the progress the team has made in delivering the strategy to date and are committed in supporting the team to achieve the key strategic objectives in this new strategy.*

Alison Watson-Bird  
Chair of Governors



## Endorsements

“The college is a trusted partner and key contributor to our local community and economy. This strategy supports our shared ambitions to raise aspirations and provide opportunities for residents to fulfil their potential. We look forward to working together with Runshaw to grow local talent, meet local skills needs and boost local employment, which will help achieve better prospects for everyone.”

**Councillor Alistair Bradley**  
Leader of Chorley Council

**Chorley**  
Council

“We are proud of the contribution that Runshaw College has made to our borough over the last 50 years. This strategy will ensure continued delivery of quality education and training that meets the diverse needs of our local communities. We are fully supportive of Runshaw’s mission to change lives through education and welcome the opportunity to continue to work together in creating opportunities for people to succeed.”

**Councillor Paul Foster**  
Leader of the Council, South Ribble Borough Council

 **South  
Ribble**  
Borough Council

## Endorsements

“The Strategic Plan outlined by Runshaw College aligns perfectly with the Chamber’s own goals of fostering growth, innovation, and economic development in our region. By focusing on providing high-quality education and skills training to our residents, Runshaw College is not only preparing our workforce for the challenges of tomorrow but also attracting and retaining businesses in the area.

I have confidence in Runshaw College’s ability to execute their Strategic Plan effectively, given their track record of success and dedication to excellence. I believe that supporting their initiatives will not only benefit our members directly but also contribute to the overall prosperity and well-being of our community.”

**Babs Murphy**

Chief Executive, North & Western Lancashire Chamber of Commerce



# Our Purpose



Established in 1974, as a small sixth-form college for two local high schools, Runshaw College has developed to be a strategically important tertiary college with an extensive geographic reach and a long-standing local and national reputation for excellence. We provide the full range of academic and vocational courses to young people, as well as an array of adult learning programmes and apprenticeships, combining the main functions of a further education college and a sixth form college. We are proud to be a truly comprehensive college, expertly serving the diverse needs of our local communities. The majority of young people in the area choose to continue their post-16 studies at Runshaw, whether they are studying at entry or advanced level.

Runshaw provides first-class education for a wide range of learner profiles. For example:

- All school leavers with high expectations, aspiring to achieve their full potential and progress to high-quality destinations in terms of a fulfilling career or further study
- An adult wanting to get on at work or change career direction, by completing professional qualifications to stand out from the crowd and secure a promotion, or progress to university to move into a new career
- An ambitious employee, taking an apprenticeship to combine learning and working, to fast-track their career path and achieve great results in their profession
- An academic school leaver with a clutch of Grade 9 GCSEs, aspiring to progress to Oxford or Cambridge Universities, or to prestigious courses such as Medicine, Dentistry or Veterinary Science
- A highly motivated school leaver with a clear focus on progressing into a professional skilled career, keen to develop vital skills and knowledge through a mix of classroom delivery and extended industry placements
- An adult with few formal qualifications, taking a bold step to gain qualifications that will lead to a secure job role or even simply to support children with their own maths and English
- A creative school leaver with exceptional talents in the performing or visual arts, aspiring to progress to a prestigious conservatoire for the performing arts or to a specialist arts college
- A school leaver with particular needs, on a journey to develop new skills and achieve advanced-level qualifications with support from specialist staff, perhaps over a number of years
- A huge range of other individuals... aspiring to greater successes by learning skills and gaining qualifications that will serve them well in their next steps and future goals



## Our Purpose

In the year of our 50th anniversary, what has never changed at Runshaw is our enduring focus on teaching, learning and the needs of our students, which is always at the centre of everything we do. As a result, we have developed a national reputation for educational excellence and continue to build on this all the time.

As a genuinely comprehensive and inclusive college, we are particularly proud of our high standards which result in exceptional student achievements. Runshaw College is one of the largest providers of A Level courses in the country, offering an extensive range of over 40 different subject options. A Level students have consistently achieved an average of a Grade B in their qualifications for more than 10 years, and there were more than 1000 A\*-A grades awarded to Runshaw students in 2023. The sixth-form curriculum includes a very broad range of vocational courses, from Entry Level to Level 3. We are particularly proud to be recognised by the Department for Education (DfE) as the top GFE college in the country for progression to Russell Group universities and to Oxbridge.

We continue to invest heavily in our facilities, so that our learning environments are sector-leading. We are making rapid progress on our estates strategy, with significant investment in the Leyland Campus, following the sale of our second campus on Euxton Lane Chorley. Our new Buttermere building opened in January 2023, and our new Health Science facilities opened in August 2023. Further plans are in place for more investment and development over the months ahead.



# Our Place in Lancashire

Runshaw College is based in Lancashire in the North West of England, in the district of South Ribble, just beyond the border with Chorley.

Lancashire is one of the most diverse economic areas in the country, with no urban core but a polycentric set of towns and cities, rural and coastal areas, agricultural and industrial zones. With a population of 1.5m people, Lancashire's 55,000 businesses generate 728,000 jobs across a range of important and future-facing sectors from manufacturing, health and tourism to cyber, digital and low carbon.

The thriving £34bn economy is home to globally leading firms with sector/supply chain clusters including the fourth largest aerospace cluster in the world. There is a pan-Lancashire labour market, particularly for technical and professional roles while workforce is also imported from and exported to neighbouring areas including Greater Manchester, Cumbria and the Liverpool City Region.



# The Communities We Serve

Runshaw College serves the diverse communities of the eight local authority districts shown on the map.



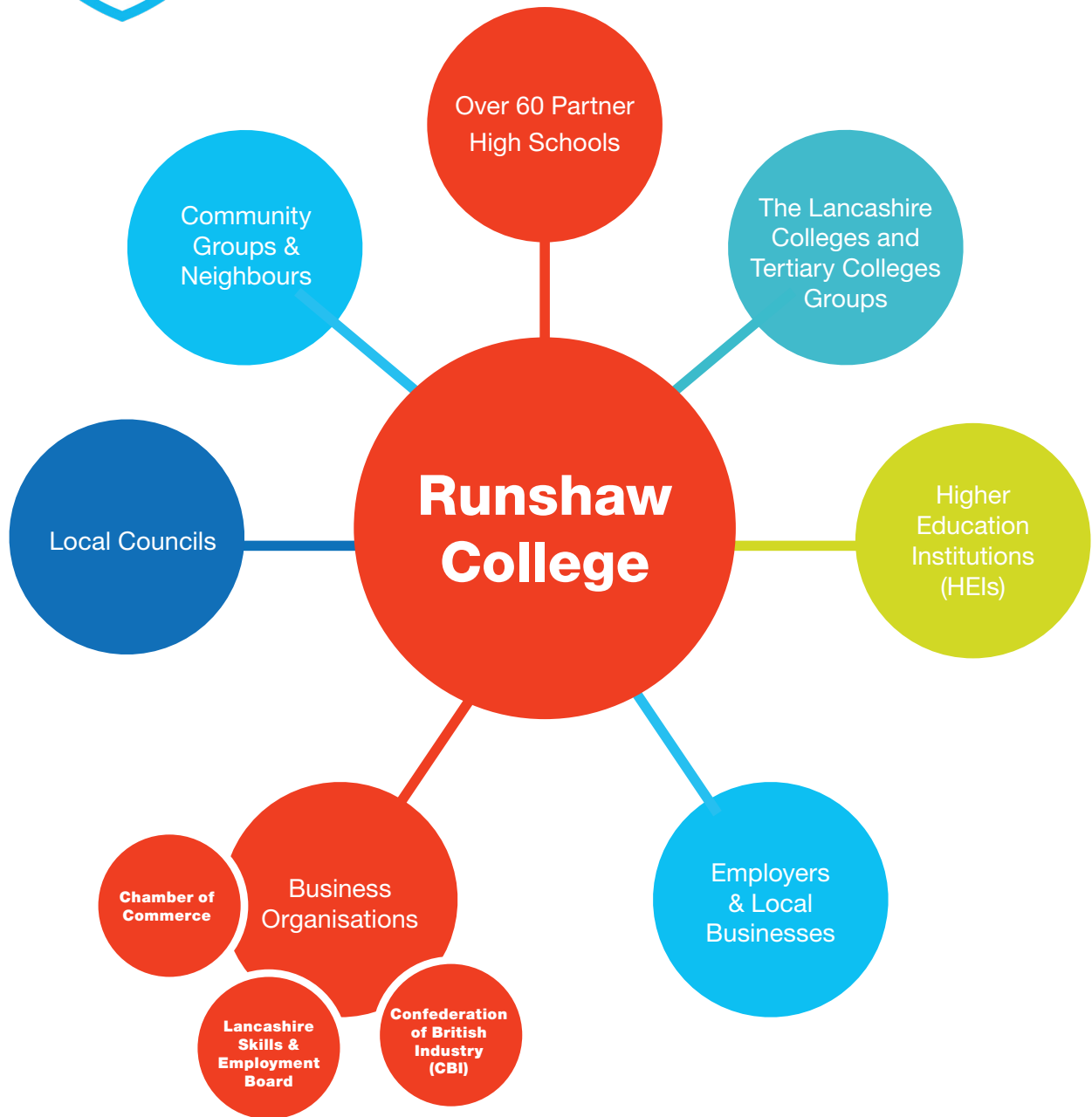
## Recruitment Area

- Chorley District
- South Ribble District
- Bolton District
- West Lancashire District
- Sefton District
- Blackburn with Darwen Unitary
- Wigan District
- Preston District





# Our Partnerships





# Mission

We believe exceptional education changes lives, so we put teaching, learning and the needs of our students first.

# Vision



A GREAT PLACE  
TO STUDY



A GREAT PLACE  
TO WORK



A GREAT PLACE  
FOR PARTNERSHIPS

# Values



EXCELLENCE



DEDICATION



RESPECT



FULFILMENT

# The College Vision

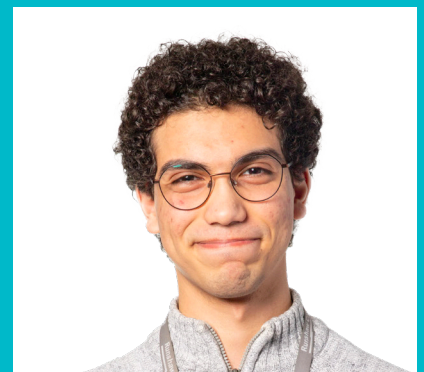
## A great place to study

- An extremely popular, first-choice college where students are safe, happy and successful
- Students with high expectations, who consistently achieve exceptional results and progress to high-quality destinations such as fulfilling careers or further study
- A broad, vibrant and contemporary curriculum that enables every student to explore their interests, discover their passions and achieve their ambitions
- Highly productive collaboration with employers and other partners, helping students to develop the skills and knowledge they need to achieve their ambitions and contribute positively to a dynamic economy
- A diverse, inclusive and respectful college community that empowers all students to thrive and form lifelong friendships
- Inspirational teachers, who use their expert subject knowledge and the most effective pedagogical techniques to design and deliver creative and highly effective lessons
- An exciting and extensive range of enrichment activities and extracurricular opportunities, including opportunities to travel and gain work experience which develop students' employability skills
- Exceptional support, advice and guidance from teams of specialist staff who prioritise each student's wellbeing, success and progression
- An excellent and continuously improving student experience, informed by actively listening to and acting upon student feedback
- An impressive college campus surrounded by nature, fostering an environment conducive to learning, equipped with high-quality, accessible facilities and resources, including industry-standard equipment and technology



**Motunrayo Ainenehi**  
Student Governor

*Runshaw not only provides excellent teaching, but a supporting and enriching environment for all learners. This makes it a wonderful place to study, learn and grow.*



**Ali Kamel**  
Student Governor

*I'm really proud to be a Runshaw student. I've had lots of opportunities to find my place here through the student council. It's really helped me to gain an appreciation for the college.*

# The College Vision



Stuart Hide

CIT Leader, Engineering

*The camaraderie and teamwork within each department at Runshaw create a supportive and dynamic community. Staff are dedicated to mentoring and nurturing students, helping them to achieve their fullest potential.*



Francesca Grilli

Head of School for English,  
Languages and Classics

*A significant element of my job satisfaction has come from the fact that I have been given the freedom and trust to experiment with new ideas and initiatives, supported by the facilities, resources and the wide range of expert teams on hand to help make ideas a reality.*

## A great place to work

- A first-choice employer with an excellent national reputation, where the best highly skilled and qualified staff are proud to work
- A thriving, inclusive and respectful staff community, who are individually valued and who support each other towards shared goals through effective teamwork and collaboration
- Happy and fulfilled colleagues, who gain immense job satisfaction from their worthwhile and rewarding work and its positive impact on students' lives
- Creative and innovative individuals, empowered to exercise autonomy in their roles and to apply their diverse perspectives to drive continual improvement
- High-quality development and training for all staff, to help everyone develop in their role and achieve their career aspirations
- A valued and appreciated staff community, with regular recognition, celebration and reward for the successes and achievements of individuals and teams
- Approachable, supportive and responsive college managers who provide inspirational leadership towards a clear vision for the future, based on shared values
- First-class working environments, facilities and resources ensuring everyone has the equipment and support they need to excel in their role
- Sector-leading working conditions, prioritising staff health and wellbeing, supplemented by an extensive array of enrichment activities
- Strong college finances, which are effectively and sustainably managed, ensure staff benefit from very competitive pay structures and allow for continued investment in college facilities and resources

# The College Vision

## A great place for partnerships

- A college at the heart of its community, with an excellent reputation, locally and nationally, for high quality education and training, that enhances peoples' lives and supports the success of the regional economy
- Well-established and highly effective relationships with numerous high schools, nurturing students' aspirations and aligning the curriculum with their ambitions
- Highly collaborative partnerships with a broad and diverse range of employers, working together to co-create the curriculum to address skills shortages and cultivate the future workforce
- Effective collaborations with civic partners and employer representative bodies, establishing the college as a valued anchor institution pivotal to local and regional skills and employment
- Mutually beneficial relationships with higher education institutions, enabling students to envision and pursue aspirational futures, with a clear pathway to achieving their goals
- Robust networks with other colleges, locally and nationally; a thought-leader, influencer and front-runner in the development of pedagogy and innovative business practices
- Integrated sustainability practices that focus on minimising our environmental footprint and promoting eco-conscious practices for a greener future
- A commitment to social responsibility and community impact, fostering a culture of volunteering and civic engagement among staff and students, making a profoundly positive contribution to communities
- An active presence in local, regional and national strategic groups and professional networks; influencing and shaping the external policy landscape, education strategy and skills priorities
- A vibrant and successful alumni network comprising individuals across various sectors, actively contributing to the college's ongoing success and the next generation's achievements



**Nazma Ahmed**  
Director of Human Resources,  
Ashbridge Independent  
School & Nurseries

*Working in collaboration with Runshaw College to train and develop our teams has allowed Ashbridge to flourish, grow and achieve our company vision and aims ... this joint partnership has enabled us to not only address skills shortages experienced across the sector but to ensure that we develop our team members to be the best that they can be.*



**Saeed Umar**  
Chief Technology Officer,  
Lancashire & South Cumbria NHS

*The tech team at Lancashire Teaching Hospitals have a strong relationship with the college which has worked in providing apprenticeships at the Hospital and led to employment opportunities in technology for both organisations. The vision and aspirations of the college and students addresses the Technology gaps in the industry across Lancashire.*

# Our Key Strategic Priorities

Following consultation with the full range of stakeholders, we have identified the following 5 Strategic Priorities for this 3-year plan.

**Quality & Curriculum**



**Innovation & Technology**



**People & Culture**



People

**Student Recruitment & Retention**



**Facilities & Sustainability**







# Strategic Aims 2024-25

## Year 1 Of The 3-Year Plan

The following Strategic Aims are underpinned by Strategic Objectives and Actions, which are regularly monitored by college managers and governors.

### Quality & Curriculum



1. Improve learner outcomes to consistently outstanding levels
2. Ensure highly effective learning sessions and excellent learner satisfaction
3. Further develop all curriculum in line with stakeholder feedback and skills needs
4. Further develop the effective use of MIS reporting, as a tool for in-year quality improvement
5. Further enhance monitoring and intervention processes to achieve outstanding outcomes for learners

### People & Culture



People

1. Attract, retain, and prioritise the wellbeing of the very best staff
2. Elevate staff performance through comprehensive Continuing Professional Development (CPD)
3. Strengthen internal communications including consultation, developing our strong Runshaw culture
4. Promote accountability and empowerment in all job roles (including through appraisal), to ensure high performance
5. Build on our diverse and inclusive community, recognising and acknowledging how everyone contributes to the mission, vision and values of the college

### Innovation & Technology



1. Continue to improve college cyber-security practices and organisational resilience
2. Increase the digital skills of staff and students
3. Continue at pace with innovations to enhance quality and reduce workload (including AI and process transformation)
4. Ensure accessible digital technologies are used appropriately to enhance learning
5. Continue to develop our sector-leading MIS reporting and data visualisation

### Facilities & Sustainability



1. Finalise the next phase of the campus masterplan (New Science Laboratories) ready for works to commence in Summer 2025
2. Ensure the college maintains robust financial health for academic years 24/25 and 25/26
3. Achieve phase 1 of the college's Net Zero Plan (Heat Decarbonisation Plan for Dalehead 2-storey; Milestone 2)
4. Complete achievement of the FE "Climate Action Roadmap" emerging colleges initiatives
5. Promote and enhance the College's commitment to UN Sustainable Development Goals

### Student Recruitment & Retention



1. Expand local market share in Chorley and South Ribble
2. Be the first-choice college for top-performing students from our Partner High Schools
3. Prioritise guidance and support to ensure students choose the right course and are well-prepared for college life
4. Prioritise guidance, support and wellbeing to ensure students successfully complete their programme of study
5. Enhance proactive support for student safeguarding and wellbeing, including mental health



# RUNSHAW COLLEGE

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