

# NESCOT 2026

## STRATEGIC PLAN



*Welcome to Nescot's Strategic Plan. The front of this document sets out our overall vision for the college, and the reverse of the document is more specific, detailing how we will reach our aims and how we will know when we succeed.*

*We believe Nescot has something for everyone. Whatever your goals and aspirations are, we have a qualification that can help you reach them. Our staff are our greatest asset, and we also have exceptional facilities, unrivalled support for students and businesses, and brilliant progression routes. Your future starts here.*

**Frances Rutter**  
CEO & Principal



*We're proud of our college, but we're always pushing ourselves to do better so that we can keep improving outcomes for our students. This Strategic Plan is our roadmap for the next five years; it will guide the governors and all Nescot's staff as we work towards our vision.*

*Nescot has evolved over the past few years as we adapt to excel in a changing environment. We're working more closely with employers to keep developing our curriculum, and we're diversifying our approach as we look for new and innovative ways to support the communities we serve. Our students remain at the heart of everything we do, and this plan will help us to focus on our overall vision.*

**Professor Sam Luke**  
Chair of Nescot Corporation

**Vision:** *To be the college of choice for students, employers and staff*

### **Key Priorities:**

- 1 Outstanding teaching, learning and assessment in an inspirational and safe environment.
- 2 Stability and growth.
- 3 Helping our students to develop the skills, attitudes and qualifications they need to succeed at work.
- 4 Engaged with employers and other organisations to offer courses that are innovative, relevant, and in demand.
- 5 Developing strong relationships with schools and community groups to give clear information, advice and guidance.
- 6 To be an employer of choice.

Key priority	Key objectives	Key performance indicators
1	<ul style="list-style-type: none"> <li>Delivering outstanding teaching, learning and assessment that challenges and inspires our students to help them reach their goals</li> <li>Providing holistic support to keep our students safe</li> <li>Developing the use of technology to improve the way students learn and to prepare them for their future careers</li> <li>Continuing to invest in the college estate to support key priorities</li> </ul>	<ul style="list-style-type: none"> <li>Ofsted grade</li> <li>Achievement rates</li> <li>Student satisfaction (FE Choices)</li> <li>Capital Investment per annum</li> </ul>
2	<ul style="list-style-type: none"> <li>Achieving sustainable growth and economies of scale in core business from increased student numbers</li> <li>Achieving sustainable growth from joint venture partnerships and commercial activity</li> <li>Maintaining a sound contribution to overhead from teaching departments</li> <li>Encouraging innovation across the college</li> </ul>	<ul style="list-style-type: none"> <li>Financial health status</li> <li>Operating surplus</li> <li>Income as a percentage of budget</li> <li>Cash days in hand</li> <li>Adjusted current ratio</li> <li>ESFA 16-18 student numbers</li> <li>New courses delivered in-year</li> </ul>
3	<ul style="list-style-type: none"> <li>Developing the tutorial and enrichment programme to support our students' broader learning</li> <li>Delivering a strong careers education programme, with emphasis on employability skills</li> <li>Delivering a curriculum that successfully attracts and engages with a diverse student population</li> </ul>	<ul style="list-style-type: none"> <li>English &amp; Maths high grade achievement</li> <li>Positive destinations for full-time FE students</li> <li>Diversity in participants (ethnicity, disability/learning difficulty, sex)</li> </ul>
4	<ul style="list-style-type: none"> <li>Developing links with employers to source high-quality and meaningful work experience placements that benefit our students and employers</li> <li>Developing a forward thinking and cost-effective curriculum that meets LEP priorities and skills gaps, and reflects industry needs</li> <li>Working with employers of all sizes and types to increase the availability and quality of apprenticeships</li> <li>Working with local authorities to deliver a comprehensive high-needs provision</li> </ul>	<ul style="list-style-type: none"> <li>Progression into related employment</li> <li>Percentage of full-time students with relevant work experience</li> <li>Percentage of courses in LEP priority areas</li> <li>Number of SME and levy employers with apprentices at Nescot</li> <li>Apprenticeship achievement rates</li> <li>Number of high-needs students</li> </ul>
5	<ul style="list-style-type: none"> <li>Delivering an effective school liaison offer through strong relationships with schools, aligning curriculum resource to support this activity</li> <li>Creating opportunities to work directly with young people to ensure they are receiving impartial information, advice and guidance</li> <li>Providing a wider college experience for young people</li> <li>As C2C Careers Hub College lead, promoting best practice in providing information, advice, and guidance.</li> </ul>	<ul style="list-style-type: none"> <li>Percentage of full-time FE students engaged in extra-curricular enrichment activities</li> <li>Number of schools receiving Nescot CEIAG services</li> </ul>
6	<ul style="list-style-type: none"> <li>Providing professional and personal development opportunities for all staff to improve their knowledge, skills and practice</li> <li>Striving for a collaborative and inclusive workplace, where good practice is shared and staff are motivated and supported</li> <li>Providing staff with the tools they need to do their jobs well</li> <li>Delivering a clear and well-understood means of recognising and rewarding effort and achievement</li> </ul>	<ul style="list-style-type: none"> <li>Staff satisfaction</li> <li>Number of staff thank you bonus awarded</li> <li>Percentage of staff attended CPD</li> <li>Ratio of compliments to complaints</li> <li>Percentage of staff performance reviews undertaken</li> </ul>