

# STRATEGIC PLAN 2025-2028



# 1. OUR CORE VALUES, VISION AND MISSION

## OUR VISION:

BRILLIANT TODAY, BETTER TOMORROW

## OUR MISSION:

To inspire lifelong learning, growing people to be their brilliant best, energising our communities and brightening our futures.

## CORE VALUES:

BRAVERY	We do what is <i>right</i> , not what is easy.
RESPECT	We ensure that everyone feels valued.
INSPIRATION	We are creative, innovative and maximise opportunities for all.
GROWTH	We are a learning organisation.
HOPE	We raise aspirations.
TRUTH	We are open, honest and act with integrity.
ENERGY	We are passionate, purposeful and productive.
NURTURE	We are kind and supportive.

## The Golden Thread:

We are committed and relentless to ensure that employers, the community and our partners are key drivers in our intent, implementation and impact of our mission.

## The Green Thread:

We are committed and relentless in our whole college ambition to achieve Net Zero and a sustainable planet.

WE ARE THE COLLEGE FOR *EVERYONE*,  
AND WE HAVE A PLACE FOR *EVERYONE*.

## OUR INTENT:

Our intent is to be a pioneering force for our local and regional economy, committed to delivering outstanding educational experiences that empower individuals, transform communities, and shape futures.

We are an inclusive college for everyone, and we have a place for everyone. We focus on being the key partner to provide the skills and training needed for our diverse range of employers.

We inspire our students through their education and experiences to continually develop, adapt and grow themselves to meaningfully contribute to our changing world.



# 2. STRATEGIC AIMS

## PILLAR 1: PEOPLE

To attract, develop, and retain adaptable, high-calibre talent, ensuring an inclusive and student-focused culture.

- Empower staff to take ownership of their continuous professional development.
- Foster a culture that prioritises health, wellbeing and the inclusion of all our people.
- Enhance the recruitment and on-boarding process for new staff to attract and retain excellent people, aligning with local skills needs and employer demand.
- Embed leadership development to grow organisational confidence, capacity and productivity.
- Maximise people engagement opportunities to inspire a sense of pride and belonging.



# PILLAR 2 : PERSONALITY

To enhance our reputation as a regional leader of inclusive, educational and skills excellence.

- Improve and enhance the holistic student experience in preparation for lifelong wellbeing and success.
- Create learning environments where all students feel valued, empowered and actively involved in shaping their educational experience.
- Optimise digital and other communication strategies to improve engagement through to progression and beyond.
- Secure national and international recognition for our work including for SEND, inclusion and accessibility.
- Prepare our students, staff and stakeholders to embrace an increasingly digital, automated and interconnected world.
- Provide a professional, agile and customer-focussed service to all stakeholders.



# PILLAR 3 : PRODUCTIVITY

To maximise efficiency and resources while continuously improving and investing in our offer.

- Maintain robust financial health.
- Seek and secure new funding streams to maximise opportunities for growth and investment.
- Increase our reach in higher education and apprenticeships.
- Provide commercial and other services, maximising our resources and enhancing our reputation and value to our communities.
- Harness the power of digital technologies including developing an institutional data strategy that enables predictive analytics for student success.
- Optimise the College estate to accommodate our activities.



# PILLAR 4 : PERFORMANCE

To maintain and improve student achievement, enjoyability and employability outcomes.

- Ensure our offer is co-designed with and co-delivered by our stakeholders and shaped to meet students' needs.
- Eliminate all achievement gaps across EDIMs (Equality, Diversity and Inclusion Measures).
- Develop the work-readiness of all students, responding to the priming them for life-long success responding to the opportunities of the 4th Industrial Revolution.
- Ensure all students make exceptional progress to achieve positive destinations.

# PILLAR 5 : PARTNERSHIPS

To strengthen and expand employer, civic, community and educational partnerships for the benefit of our students.

- Expand and amplify genuine and deep-rooted employer relationships to achieve industry engagement for all students.
- Maintain and strengthen collaboration with our civic and community partners to leverage local and regional opportunities and foster social cohesion.
- Enhance our relationships with schools and other educational partners to create pathways to success.
- Strengthen interdepartmental relationships to simplify and improve our processes for all partners.





### 3. SUSTAINABILITY AND SOCIAL RESPONSIBILITY

Boston College remains committed to **Net Zero goals**, embedding sustainability into teaching, operations, and strategic partnerships. Key initiatives include:

- **Green Energy Curriculum:** Expanding programmes in renewable energy, engineering, and sustainable construction.
- **Waste Reduction and Carbon Offsetting:** Implementing sustainable campus initiatives to minimise environmental impact.
- **Community-Led Sustainability Projects:** Partnering with local organisations to promote green initiatives and social responsibility.



## 4. INDUSTRY 4.0

Boston College recognises that Industry 4.0 fundamentally transforming our world. Our strategic approach will embrace these technological advancements. Key initiatives include:

- Investment in AI, IoT, robotics, automation, and cybersecurity education to prepare the regional workforce for the technological transformation of industry
- Maintaining a focus on current and emerging technologies, enhancing capacity and capability through CPD, continuously reviewing curriculum offer and contributing to regional and national initiatives.
- Leveraging innovation to enhance learning outcomes and improve operational efficiency.

## IMPLEMENTATION ROADMAP EXAMPLES

To realise this strategic vision, the following implementation milestones will be tracked:

- **2025:** Launch of Mayflower Building, rollout of student enrichment calendar and completion of digital accessibility initiatives.
- **2026:** Expansion of adult learning programmes, employer partnerships, technical qualifications and CPD/leadership programmes.
- **2027:** Industry engagement targets met, SEND and inclusion/external recognition achieved and curriculum fully optimised.
- **2028:** Strategic objectives completed with a review of progress and next-phase planning.



boston:college 

# SWITCHUP

BRILLIANT TODAY, BETTER TOMORROW

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