

INSPIRING COLLEGE


FOR

ASPIRING COMMUNITIES




**SHOOTERS HILL
SIXTH FORM COLLEGE**

Inspiring Young People



To transform students' lives by inspiring them to take full advantage of the high quality educational and enrichment opportunities on offer; enabling individuals to reach and exceed their potential and respond to the community we serve.



Our Mission:

TO BE LONDON'S
**INSPIRATIONAL
COLLEGE**
FOR
ASPIRATIONAL COMMUNITIES
BY 2022

Our Values:

Our beating HEART is central to everything we do and permeates the life of Shooters Hill College. This is what makes us unique and ensures that we really do make a difference to individual students' lives.

H – Health and Wellbeing

Creating a healthy, safe and secure adult learning environment

E – Employability

Developing personal skills to secure future employment

A – Aspiration

Establishing aspirational pathways for academic and technical excellence

R – Resilience

Providing enriching opportunities for students to confidently face new challenges

T – Training

Developing partnerships and external work experience opportunities to enable informed career pathways



Becoming the College of Choice

We aspire to be the first choice college for young people, staff, employers and local communities by providing exceptional education and training and ensuring that learners' skills meet London's economic and social development needs. We will provide stimulating and creative progression pathways for school leavers, effective careers information, advice and guidance, 14-19 vocational education, A-Level academic studies, work-based learning, apprenticeships and links with Higher Education institutions.

Our Priorities:

- Enriched and inclusive learning experiences for all young people through high quality standards of education and training services leading to greater progression
- Effective partnerships with employers, local schools and colleges, higher education institutions and communities
- Financially resilient with increased technical A and T-Levels and vocational education offers, apprenticeships 14-16 transition opportunities and clear routes to employment



Our Teaching & Learning Community (TLC)

We have set ourselves high standards and expectations in terms of the quality of Teaching, Learning & Assessment. As part of our commitment to the HEART values we have created a Teaching & Learning framework around I CARE. Teaching & Learning at Shooters Hill College will be...

- I – Inclusive and innovative**
- C – Creative and challenging**
- A – Active and aspiring**
- R – Reflective and resilient**
- E – Engaging and exciting**





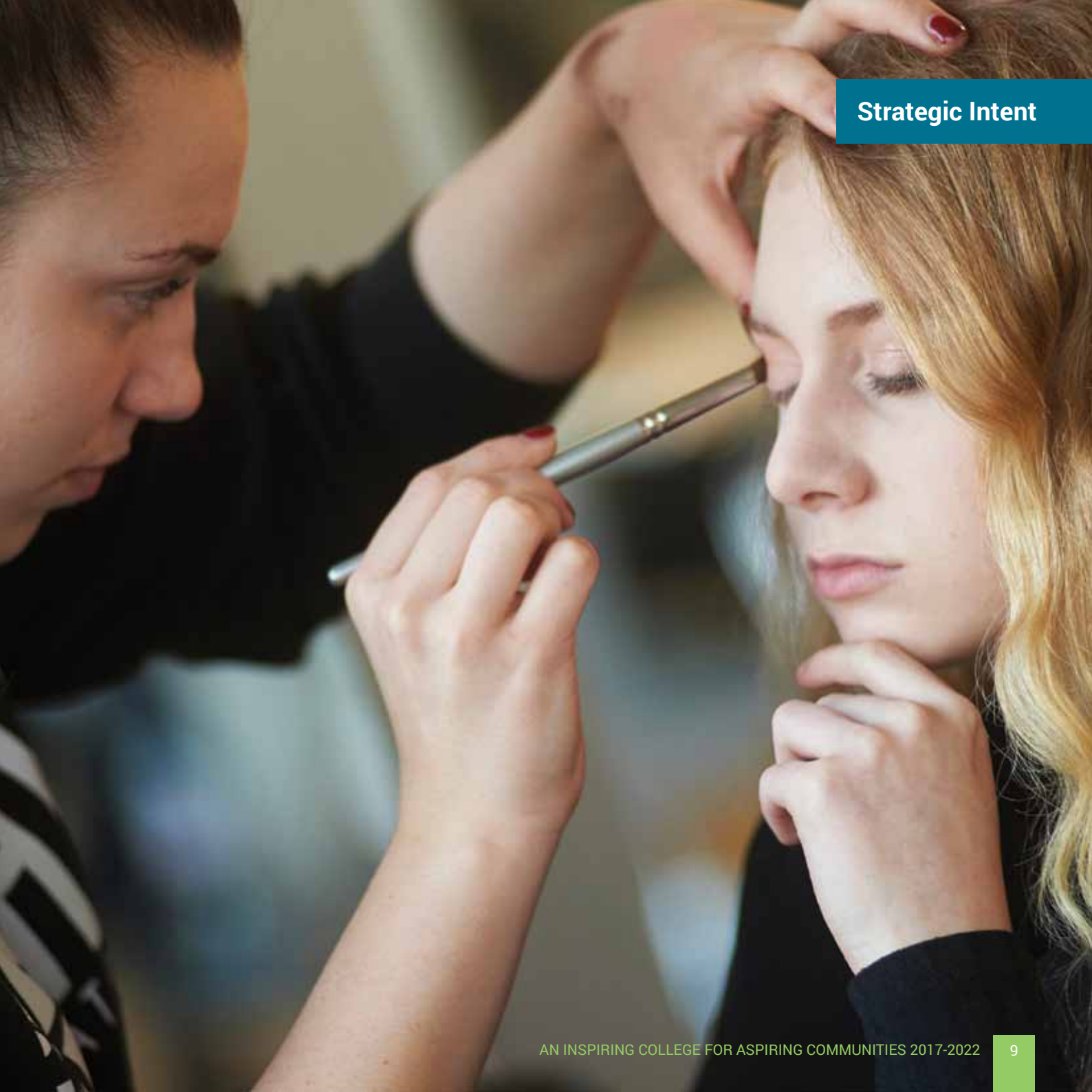
To provide an enriched and inclusive learning experience for all young people through high quality standards of education and training services leading to greater progression

- Set core teaching, learning and assessment standards to achieve and maintain an improved Ofsted rating 'Good' or better
- To develop our Gifted & Talented strategy including independent learning through the effective use of technology including the VLE
- To become outstanding in Student Voice to develop student confidence in oracy and decision making
- Increase the capacity and quality within the core senior team
- Develop and deliver innovative physical activity programmes and interventions to support students of all abilities and promote the benefits of a healthy and active lifestyle
- Ensure that effective data and quality assurance systems are in place to raise performance and support students at risk which leads to greater progression while forming effective partnerships with parents
- Enhance the study programmes of all students with dynamic enrichment, purposeful work experience, PDBW and PHSE in order to improve their life chances and maximise potential
- Improve learning facilities across the college including technology to encourage independent learning and provide additional support for our most vulnerable learners
- Carry out action research projects on standards for teaching, learning and assessment and work closely with the Prince's Teaching Institute to achieve this

To form effective partnerships with employers, local authorities, schools and colleges, higher education institutions and communities

- Establish Shooters Hill as a vibrant hub for the local community to access sporting and vocational opportunities
- Strengthen strategic partnerships with HEI such as Greenwich, UEL, Coventry and Canterbury Christ Church universities
- Work closely with key employers to ensure traineeships and apprenticeships meet local demands and skills shortages to fulfil the labour market
- Work closely with other Sixth Form Colleges through the SFCA particularly John Ruskin Sixth Form College and Suffolk One
- Become part of a cluster of post-16 schools offering A-Level courses, giving students the option to study a variety of A-Level subjects in partner schools
- Work closely with Charlton Athletic Community Trust and National Governing Bodies to provide a dynamic community sport programme
- Extend our benefits to the Londoners and community reach (tea clubs, recreational activities, adult courses, hairdressing etc)





Strategic Intent





To build our reputation and become a hub for London's skills growth

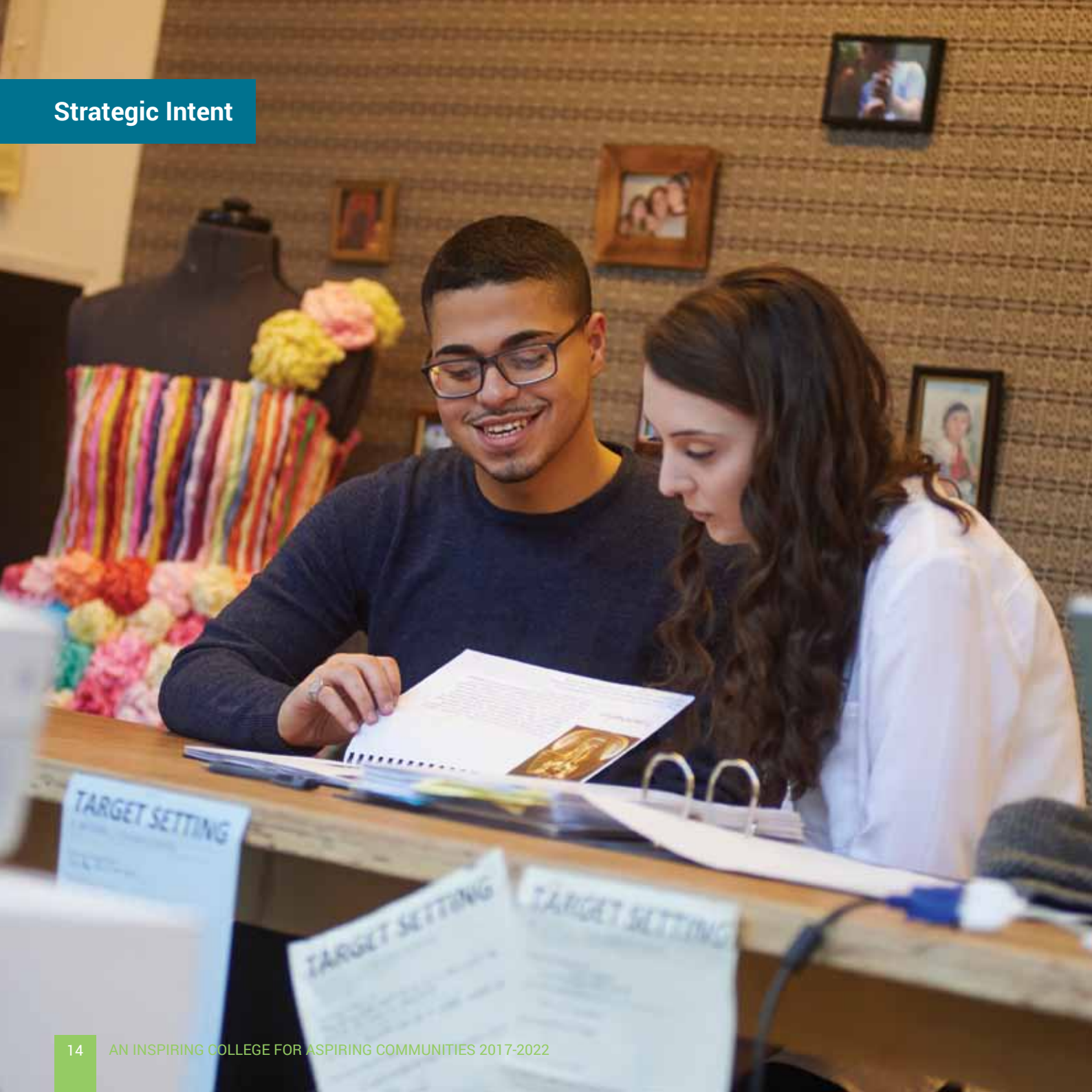
- Become a vibrant STEM centre with STEM assured status with a focus on outstanding maths and engineering provisions
- Create an 'Employability Centre' to provide crucial careers advice and guidance to young people
- Increase focus on employability, English and maths skills, volunteering, personal and professional development
- Work with key partners to establish and increase successful apprenticeships programmes to meet local, regional and national skills shortages
- Create a 'Digital Centre' specialising in creative industry, media and 3D
- To be a lead in the delivery of technical vocational qualifications
- To continue to develop academic provisions increasing student opportunities for social mobility and improved access to Russell Group Universities

To develop our capacity to improve and find efficiencies in order to sustain the quality of our offer in an increasingly competitive post-16 provider market

- Work closely across the sector to reduce the number of NEETs within the Borough
- Provide education and training support to students at risk of becoming NEETs through excellent support and transition processes to sustain engagement and participation
- Access funding by offering new 'high quality routes' Technical Education Programmes as part of Technical Education Reform and post-16 Skills Plan
- Explore opportunities to develop foundation skills initially in Art and Design
- Revise the curriculum offer in order to achieve greater efficiency and improve potential learning outcomes for our students
- Target funding for High Needs provision strategically to ensure efficient and appropriate deployment of classroom resources
- Bring governor support services in-house using existing staff
- Achieve and maintain staff cost at 75% or below of total income
- Review arrangements for all existing contracts with a view to tendering processes that will ensure best value for money in our key cleaning, catering and technical contracts and services
- Bid on capital funding for building upgrades
- Increase out of hours lettings to generate further income
- Utilise the new opportunities academic status provides such as specialist free school, adult and community based learning









To recruit, develop and retain talented staff and accomplished governors

- As a key strategic partner of the 'Suffolk One Teaching School Alliance' address recruitment and retention issues and develop our college workforce through our 'growing our own leader' programme
- Inspire leaders through succession planning, shared values and professional accountability
- Grow our own leaders through talent spotting and succession planning by introducing middle leaderships and talent management programmes
- Provide training opportunities for all staff and governors to upskill themselves to carry out their roles successfully
- Excel in governance by working closely with the National Leaders of Governance (NLG)
- Manage the performance of all staff to achieve and maintain the core standards of education and training, identify staff in need of support and intervention through robust performance management processes
- Through our newly created 'Teaching & Learning Centre' (TLC) to sustain best practice in Teaching & Learning and provide outstanding CPD for all staff
- Ensure effective reward systems are in place linked to STRB regulations

Post-16 Skills Plan and Technical Education

At Shooters Hill Sixth Form College, we aim to explore our technical level programmes to meet the skills required in the labour market and play a lead role in tackling the productivity problem

2017 is a starting point for us to achieve this goal. Shooters Hill will be part of the transformation in technical education with a government investment of £500m a year and 15 new “world class routes” of “equal value” to A-Levels to prepare school and college leavers for the changing job market and to improve living standards. According to DfE, it is increasingly evident that our current skills system is failing to fully meet the country’s needs across a range of skill areas and that the UK performs poorly on intermediate professional and technical skills. Our focus within the skills plan is as follows;

Catering & Hospitality

Childcare & Education

Construction

Creative and Design

Digital

Engineering &

Manufacturing

Hair & Beauty

Protective Services

Social Care






Key Performance Indicators

Our KPIs are measurable values that demonstrate how effectively the college is achieving the five strategic intents outlined in this plan. Shooters Hill Sixth Form College will use the following KPIs to evaluate our success in reaching our targets. The key performance indicators will be reviewed annually and reported to the governing body as part of the milestone monitoring of the college's Strategic Vision 2022.

- KPI (i) Increased Outcomes for Students on All Learning and Careers Pathways
- KPI (ii) Greater Student, Staff, Parent, Employer and Local Community Satisfaction
- KPI (iii) Good Financial Health Status with an Operating Surplus
- KPI (iv) Effective Partnerships with Employers, Schools, Colleges, Universities, Local Authorities and Community
- KPI (v) Excellent Learners Progressions to Employment or Higher Education

An aerial photograph of London, England, taken during the "golden hour" of sunset. The River Thames flows through the center of the city, with the iconic Tower Bridge spanning across it. To the left, the modern, glass-clad Shard skyscraper stands prominently. The city's dense urban landscape is visible, with numerous buildings and structures illuminated by the warm, low-angle light of the setting sun. The sky is a clear, deep blue, transitioning to a soft orange near the horizon. Two white L-shaped corner brackets are positioned on the page: one in the top-left corner and another in the top-right corner, framing the text.

By 2022 Shooters Hill Sixth Form College will be the first choice college in the Borough, transforming students' lives by inspiring them to take full advantage of the high quality educational and enrichment opportunities on offer; enabling individuals to reach and exceed their potential and respond to the community we serve. Our learning environment will have changed further in response to National and local priorities and we will have equipped our learners with the skills necessary to thrive in a globalised world.



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Young People*

College Switchboard
020 8319 9700

College Administration
020 8319 9701
admin@shc.ac.uk



Shooters Hill
Sixth Form College



@SHC_POST_16



@shootershillshc

Shooters Hill Sixth Form College - Red Lion Lane, London SE18 4LD