



South
Lanarkshire
College

East Kilbride

slc.ac.uk
2020 - 2025



DELIVERING EXCELLENCE

SOUTH LANARKSHIRE COLLEGE STRATEGIC FRAMEWORK

LAYOUT

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This framework has been equality impact assessed and evaluated as positive in helping us deliver our public sector duties.

“High levels of achievement have resulted from the efforts of all.”
Investors in People Assessment 2019

Investors IN PEOPLE Platinum

IT'S OUR OUTSTANDING PEOPLE WHO MAKE SOUTH LANARKSHIRE COLLEGE SUCH A SUCCESSFUL, STUDENT-CENTRED ORGANISATION

2010 the first college in the UK to be awarded Investors in People at Gold Level

2016 the only college in the UK to achieve Investors in People at the new Platinum level

2019 the only college in the UK to have been awarded Investors in People, at Platinum level, twice in succession

The Investors in People Platinum award recognises our staff for their skills, passion, enthusiasm, focus on successful students and clear grasp of what makes our College outstanding.

“Culture eats strategy for breakfast.”
P. Drucker

students

“ Students are partners in learning.”

We are a **DIVERSE** and inclusive **COMMUNITY** of people

71% travel from within South Lanarkshire

82% travel from within the Scottish Funding Council (SFC) region of Lanarkshire

11% Travel from Glasgow

7% Travel from other areas

5,000 students

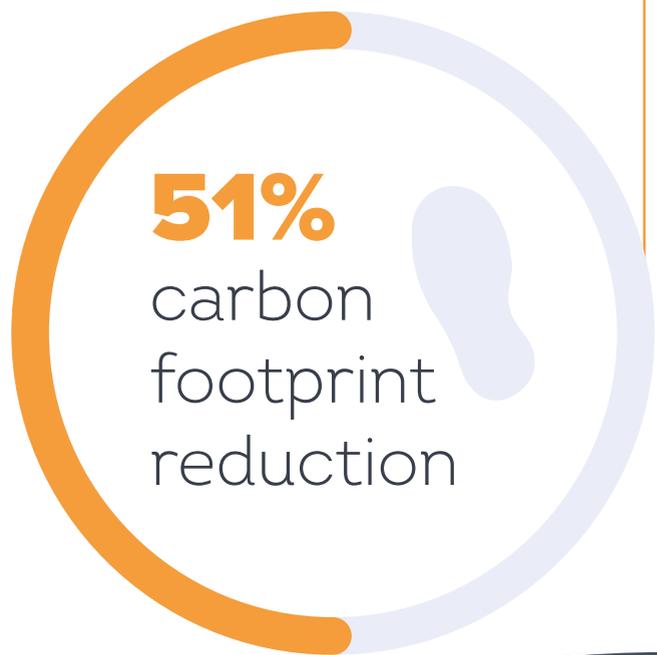
41% of full-time students live in the most deprived 20% SIMD postcode datazones

52% female

48% male

- 50 Nationalities
- 84% White Scottish
- 3.7% African, Arab, Asian, Bangladeshi, Chinese, Indian, Pakistani
- 3% RUK
- 1.7% Polish
- 52% Under 25 years of age
- 13% 23-30 years of age
- 35% Over 30 years of age
- 54% No declared belief
- 1% Buddhist, Sikh, Hindu
- 1.7% Muslim
- 35% Christian
- 4% Students receiving additional support





- Best attainment rates for care-experienced students in 2018
- Best attainment rates for learners with disabilities in 2018
- High levels of students going to jobs and other positive destinations
- Leader in Diversity
- Investors in People at Platinum level

HIGH student attainment **RATES**

Things to

SHOUT

about at

3 times
Green Gown
Awards
winner



“
Education is the most powerful weapon which you can use to change the world.”

Nelson Mandela

98% satisfied students



- Excellent Education Scotland report published 2019
- The UK's first BREEAM (2014) Outstanding building
- Largest solar panel array in East Kilbride
- UKVI Tier 4 licensed sponsor
- 40% expansion over the past six years
- Significant curriculum and campus development
- Employment-focused courses

Our **campus** is in East Kilbride, the sixth **LARGEST** conurbation in Scotland and a **GROWING COMMUNITY**

All our buildings are fitted with micro-renewables, including ground source heat pumps, air source heat pumps and solar panels, to reduce our dependence on fossil fuels by producing electrical or heat energy on campus.

We accommodate over **5,000** students and **344** staff on our **5.5** hectare estate



TWO of our **THREE** buildings are bespoke, award-winning low-energy, low-carbon buildings.



Our newest teaching accommodation is groundbreaking for its environmental credentials. It's the UK's first 'Outstanding' BREEAM rated (2014) building for low-energy, low-carbon construction and operation.

“

It shouldn't be a lottery of what you study and where that dictates whether you learn about sustainability and how you can make a difference—climate change and global issues will affect everyone.”

National Union of Students

Between **2019** — **2020** we'll have made an **INVESTMENT** of **£1.5million**

in improving the infrastructure in our college. We're providing students and staff with the most up-to-date digital learning resources available; improving the quality of materials and equipment; replacing inefficient equipment with low-energy approaches; improving social space; updating heating systems; ensuring our students' learning environments and our staff workspaces are all of the highest quality.



VALUES AND CULTURE

MISSION

Preparing learners well for their future, in an outstanding learning environment and inclusive community.

“Keep your values positive because your values become your destiny.”

Mahatma Gandhi

We are:

INCLUSIVE AND DIVERSE

“equality is more than a goal in itself, it is a pre-condition...”

Kofi Annan

PASSIONATE ABOUT OUR ROLES AND RESPONSIBILITIES

“nothing great in the world has ever been accomplished without passion.”

Christian Friedrich Hebbel

CONTINUALLY IMPROVING

“there is only one corner of the universe you can be certain of improving and that is yourself.”

Aldus Huxley

HIGH ACHIEVING

“achievement is the knowledge that you have studied and worked hard and done the best that is in you. Success is being praised by others. That is nice, but not as important or satisfying. Always aim for achievement...”

Helen Hayes

REDUCING OUR ENVIRONMENTAL IMPACT

“the greatest threat to our planet is the belief that someone else will save it.”

Robert Swan, the first person to walk to both poles

DELIVERING COMMUNITY AND SOCIAL VALUE

“in communities where people build ships for their children to fish from, quality is never a problem.”

J. A. Dever

COMMITTED TO HEALTH, SAFETY AND WELLBEING

“the greatest wealth is health.”

Virgil

CREATIVE AND INNOVATIVE

“the future belongs to people who see possibilities before they become obvious.”

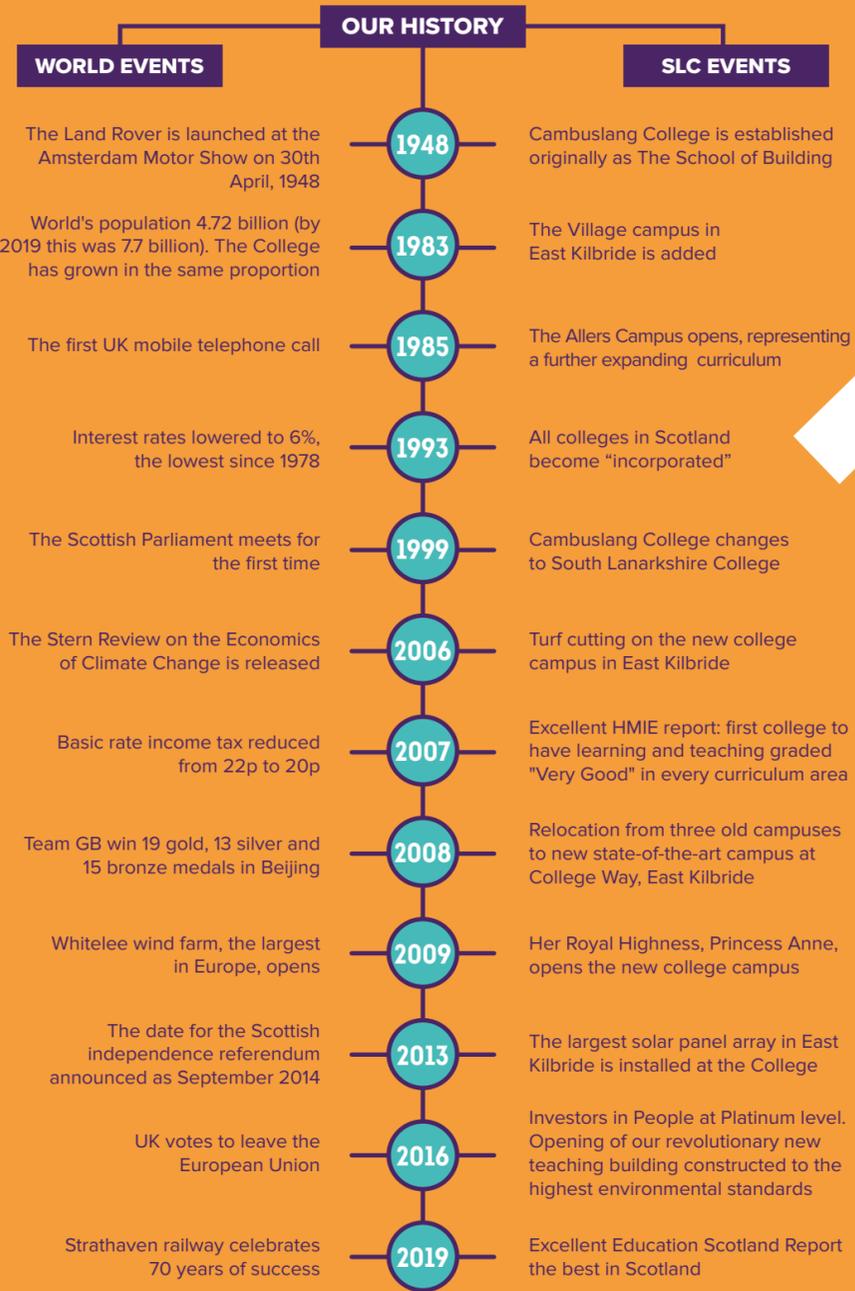
Theodore Levitt

A LISTENING ORGANISATION

“learn to listen then listen to learn.”

Ian Usher





Our VISION is to be Scotland's LEADING COLLEGE: delivering excellence

1 Strategic priority 1 SUCCESSFUL STUDENTS

We're an outcome-focused, people-centred organisation

- ELEMENTS**
- EQUALITY OF OPPORTUNITY
 - EQUITY OF OUTCOMES
 - LEARNERS ACHIEVING TO THE BEST OF THEIR ABILITY
 - SKILLED AND KNOWLEDGEABLE STAFF
 - HIGH STUDENT ATTAINMENT RATES
 - HIGH POST-COURSE SUCCESS RATES
 - HIGH STUDENT SATISFACTION RATES

“Success is no accident. It is hard work, perseverance, learning, studying, sacrifice and most of all, love of what you are doing or learning to do.”

Pele

2 Strategic priority 2 HIGHEST-QUALITY EDUCATION AND SUPPORT

Our curriculum is well-designed, employment-focused and influenced by local and national policy

- ELEMENTS**
- HIGH-QUALITY WORKING AND LEARNING ENVIRONMENT
 - RESPONSIVE CURRICULUM ALIGNED TO CURRENT AND FUTURE EMPLOYER REQUIREMENTS
 - VALUED AND ENTHUSIASTIC STAFF
 - HIGH-QUALITY LEARNING AND TEACHING
 - HIGH-QUALITY SUPPORT SERVICES
 - INNOVATIVE SOLUTIONS
 - PRODUCTIVE PARTNERSHIPS

3 Strategic priority 3 SUSTAINABLE BEHAVIOURS

We don't inherit the earth from our ancestors: we borrow it from our children

- ELEMENTS**
- EFFECTIVE LEADERSHIP AND MANAGEMENT
 - EXCELLENT GOVERNANCE
 - CONTINUING PROFESSIONAL LEARNING AND DEVELOPMENT
 - ENVIRONMENTALLY-SUSTAINABLE BEHAVIOURS
 - FINANCIAL SUSTAINABILITY
 - APPROPRIATE RISK MANAGEMENT

“Education is not the filling of a pail, but the lighting of a fire.”

W.B. Yeats



Our staff work productively in key

PARTNERSHIPS and INITIATIVES

with a host of organisations including

- Scottish Funding Council (SFC)
- South Lanarkshire Council
- East Kilbride Task Force
- Skills Development Scotland (SDS)
- Universities
- Colleges
- Student Awards Agency Scotland (SAAS)
- Managing Agents
- CITB
- SNIPEF
- General Teaching Council for Scotland (GTCS)
- Community Planning Partnerships
- East Renfrewshire Council
- UK Visas and Immigration (UKVI)
- Glasgow City Region
- Employers
- Sector skills bodies
- Other employer bodies across all key subject areas

We work with local organisations and charities to improve prospects for people in our local communities. We involve over 1,600 employers in work placements, apprenticeship training and input to course design.

Where possible we engage with employers to provide successful students with guaranteed interviews at the end of their courses.

We're active members of the Energy Skills Partnership (ESP), Environmental Association of Universities and Colleges (EAUC), Higher Education and Further Education Shared Technology and Information Services (HEFESTIS), Advanced Procurement for Universities and Colleges (APUC) and other cross-sector bodies and groups. We're validated by the General Teaching Council of Scotland (GTCS) for professional update of lecturing staff.

We continue to be a UKVI Tier 4 sponsor to enable us to deliver education and training to students from across the world, and we aim to continue to participate actively in the European-funded Erasmus+ projects for as long as that funding is available and helpful to students and staff.

Sector-wide **memberships** and **networks** help us to be efficient and effective by drawing on specific expertise and, through sharing best practice.

“

South Lanarkshire College is a successful and well-run institution.”

SFC

Scottish Government **FUNDING**

is disbursed by the Scottish Funding Council through the Lanarkshire Board to South Lanarkshire College

By continuing to deliver positive outcomes, supported by robust financial plans, we'll contribute to **WIDER SUCCESS**

and the aims and objectives of partners and funders in our local community and beyond:

Considerable European funding has also enabled us to improve our campus, directly support over 400 students per year to achieve qualifications and support a broader curriculum. This includes ERDF funds for capital projects, "Developing Scotland's Workforce" phase 2 and Erasmus+ funds for staff and student mobility.

All funding, apart from SFC funding, comes directly from funders to South Lanarkshire College for the delivery of specific outcomes and activities.

South Lanarkshire College and New College Lanarkshire have in place a joint Memorandum of Understanding, acknowledging the working relationships which support the delivery of cross-regional outcomes, from SFC funding.

“Impressive student outcomes, positive student destinations, outstanding value for money, excellent quality culture and leadership.”

- Scottish Government
- Scottish Funding Council key objectives
- Glasgow City Region Skills Investment Plan
- Lanarkshire regional outcomes
- South Lanarkshire Council's purpose and priorities
- Scottish Government Enterprise and Skills Strategic Board's outcomes
- Skills Development Scotland's vision and purpose
- East Renfrewshire Council strategic outcomes

Key PERFORMANCE MEASURES

Baseline data

Baseline data is published in our 2018 Annual report.

We plan to: have high levels of performance across all our activities; maintain performance where it's already high and make changes where possible to improve performance.

We'll measure success using quantitative and qualitative information benchmarked with comparative data, where available:

1 Successful students

Attainment rates; students progressing to employment; students progressing to further study at college or university; students progressing to other positive destinations.

2 Highest-quality education and support

Student feedback; proportion of staff with teaching qualification; retention of Investors in People award; Leader in Diversity; contribution to overarching regional targets; Education Scotland feedback.

3 Sustainable behaviours

NUS responsible futures; reduction in carbon footprint; contribution to UN sustainable development goals; balanced budget; achievement of annual credit target; retain investors in people at platinum.

“If everyone is moving forward together, then success takes care of itself.”

Henry Ford



“there are robust governance and oversight arrangements in place at the College.”

SFC

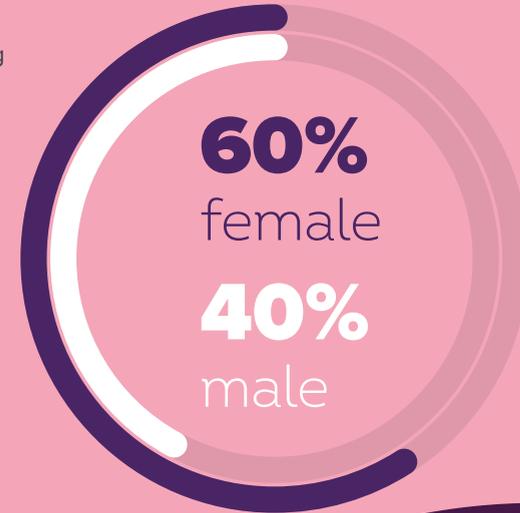


Our BOARD

 has a gender balance of 40% male, 60% female

Our Board of Management ensures sound governance and has a key role in setting our strategic direction.

Our Board owns the College's assets, estate and employs all our staff.



Our Board will annually review delivery of our Strategic Priorities and key performance measures.

The review will be published in our Annual Report, available from our website and in alternative formats, by request.

We're an independent Registered Charity and a major player in relation to public sector duties under the Climate Change (Scotland) Act 2009.

Our strategic framework is a REFERENCE POINT

for our annual operational plans, policies, procedures, key committees and working groups of staff and students

Near the beginning of our strategic framework we used the quote from P Drucker “**Culture eats strategy for breakfast**”. We believe strongly that the culture and values of an organisation are key to the delivery of a clear strategy and successful outcomes. Through consultation, our Board, students and staff provided valuable input to the development of this framework, its associated strategies, policies and plans.

We're also indebted to the many individuals and organisations who gave insightful and helpful responses. We were inspired by ideas shared with us. We're grateful for the engaging and encouraging discussions that led to the development of this document and we'd like to acknowledge the extremely helpful contributions and support. As always, we still welcome feedback in order that we can make things even better the next time!

“ Plans are established by seeking advice”.

Proverbs 20:18

The consultees in the preparation of this strategic plan included:

- South Lanarkshire College Student Association
- South Lanarkshire College staff
- Councillors (local)
- East Renfrewshire Council
- Educational Institute for Scotland – local branch
- Employers
- Energy Skills Partnership
- Environmental Association of Universities and Colleges
- General Teaching Council for Scotland
- Lanarkshire Region Strategic Body
- Members of the Scottish Parliament (local)
- National Union of Students
- School headteachers (local)
- Scottish Funding Council
- Scottish Government
- Scottish Qualifications Authority
- South Lanarkshire Council
- Unison – local branch

WHERE TO FIND US



Key

- Cycle Path 
- Shared with pedestrians 
- Shared with Cars 
- Cycle Parking 
- SLC College 
- Parks and Recreation 
- EK Town Centre 

College Cycles

College Cycles is SLC's pool bike scheme, which aims to make cycling to college accessible and affordable. We offer both traditional and electric bikes.

Travel Time

EK Train Station → SLC - 10mins

Pool Bikes

SLC has a fleet of pool bikes available for low-cost rental. These are great for commuting and short trips around town. The bikes come with everything you need: helmets, lights and a lock. What are you waiting for? Try one today!

E Bikes

The College also has high quality e-bikes available for short-term loans. These are great when you need that little bit of extra oomph to help you get up a hill or go on a longer cycle. The e-bikes also come with helmets and locks and have in-built lights.



Scottish Funding Council
Promoting further and higher education



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