

1. Purpose

South Devon College is a values driven and mission led education organisation and training provider with a strong culture of learning at its heart. The College is an anchor institution at the centre of its community located in South Devon and Torbay and is accountable for providing transformational education, skills and training for individuals and employers. We are passionate about excellent teaching and learning and the ability to transform lives and fully support strategies that increase social and economic prospects.

The College's five values of Aspiration, Inclusion, Innovation, Support and Progress underpin the drive and behaviours to deliver the College's mission "Inspiring our community through learning for all," which evokes an inclusive and progressive ethos.

The intent of our curriculum is to support every student to achieve their potential through the development of knowledge, skills and behaviours that lead to strong student outcomes including positive progression and raised aspirations.

2. Context and Place

We are a successful £35 million general Further and Higher Education College, with our main campus located at the heart of our local community in Paignton. Every year we help 8,000 to 10,000 individuals of all ages achieve their ambitions and progress through education and employment. 70% of our learners live in Torbay and the remaining 30% in the districts of Teignbridge and South Hams.

As a key local "Investors In People Platinum" employer, and as a provider of Further and Higher Education with its own Foundation Degree Awarding Powers, the College is an important anchor institution for Torbay, South Devon and the wider region. We are seen as an integral partner for people, place, and productivity for facilitating long term growth and prosperity. This role has never been more vital to ensure successful economic improvement. The College is supporting key national, regional and local partners as well as directly supporting businesses and individuals with new opportunities to retrain and upskill creating an impact which will contribute to closing the skills and productivity gaps we are facing.

We have the following key strategic priorities:

- High-quality teaching and learning
- Widening participation, tackling social exclusion and championing social mobility
- Excellent employment, progression and outcomes for students
- Excellent student support
- Strong and meaningful links with employers, industry and commerce to significantly contribute to meeting local skills needs
- A key local anchor institution
- A significant contribution to all pillars of sustainability: environmental, social and economic

The College has a Strategic Leadership Framework, which clearly and simply treats students as individuals and places them at the heart, with supporting strategies and processes radiating out to the four key elements of success: Quality, Leadership, People and Resources which are used to judge the College performance and progress.

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Accountability Agreement
2023-24

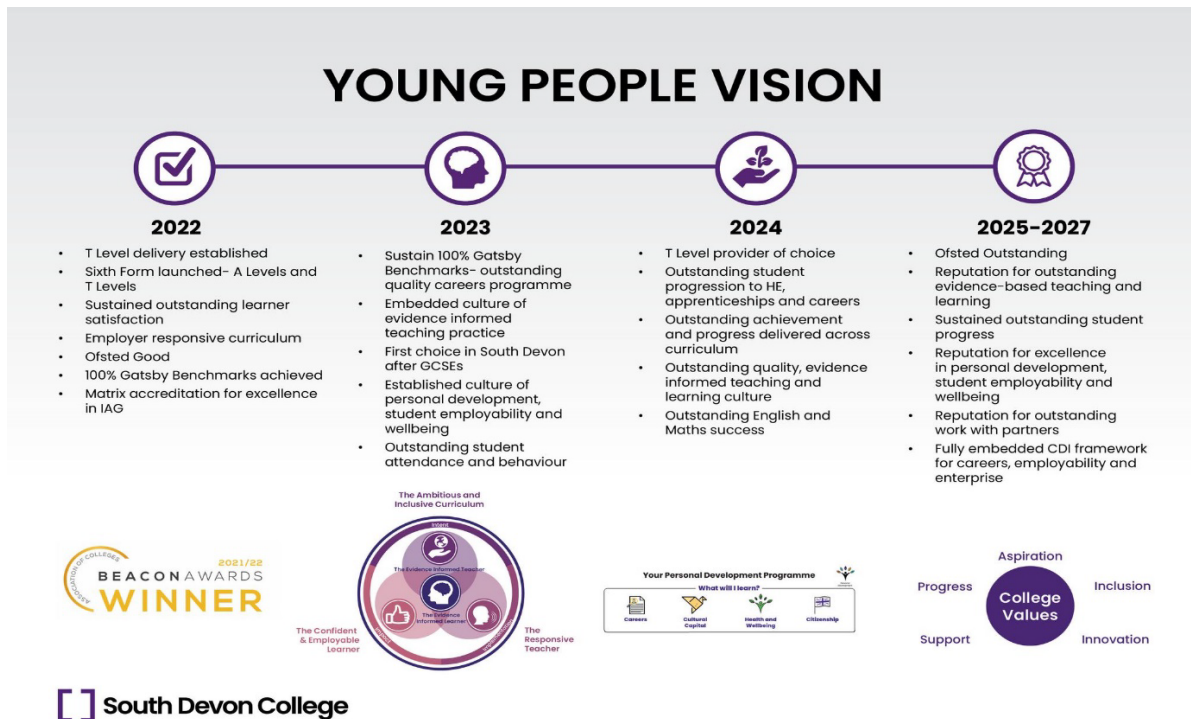
Quality reflects our key focus that, through our evidence informed teaching and learning framework, all students can succeed in their aims and objectives, develop confidence, gain required skills, knowledge and behaviours and progress with great outcomes whilst ensuring a culture of continuous improvement and educational excellence;

Leadership: includes strong governance, executive leadership and leadership throughout the College to ensure the important strategic focus and direction of our work to achieve our Mission and Visions, living our Values and making a significant positive contribution to our local communities and stakeholders;

People: underpins our commitment to the importance of all our staff - teaching, curriculum support and professional services - to develop, work together and enjoy being a motivated, empowered and high performing team delivering great things for our students and wider community;

Resources: concentrates on the need to guarantee an excellent learning environment and world class or leading-edge resources for current and future generations, underpinning our visions with financial resilience and sustainability and strong business processes:

The College has a Vision with milestones for each of the four key provision types of Young People; Adults; Apprenticeships; Higher Education:



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ADULT LEARNING VISION



2022

- Ofsted Good
- Embedding Adult Learning Strategy
- Establishing curriculum for Adults with planned intent integrating:
 - Personal development
 - Community development
 - Economic development
- Achieve high levels of Adult satisfaction and achievement
- Developing high impact through an agile, needs-driven sustainable curriculum
- Employer-led endorsements of Adult Learning Programmes



2023

- Deliver a high quality flexible curriculum offer for Adults
- Provide opportunities to the most disadvantaged sections of the community, increasing social inclusion
- Celebration and recognition of Adult achievements, progress, and destinations
- Developing opportunities for personal development, employability and wellbeing
- Outstanding Adult careers education, information, advice and guidance



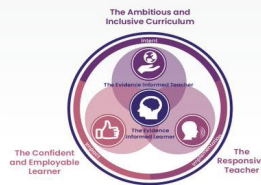
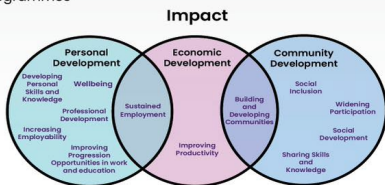
2024

- Outstanding success for Adult students
- Establish a dedicated online and self-directed lifelong learning platform
- Outstanding Adult achievements leading to a culture of social and personal progression with strong employability outcomes
- Launch of a dedicated Adult Learning Information and Guidance Centre



2025-2027

- Ofsted Outstanding
- Sector leading Adult Learning Strategy
- Outstanding curriculum delivers high impact for personal, social and economic development
- National recognition with lifelong learning, online and self-directed learning platform
- National award for Adult Learning curriculum



South Devon College
ADULT LEARNING

APPRENTICESHIP VISION



2022

- Increasing levels of apprentice and employer satisfaction
- Increasing the number of apprentices and range of employer partnerships to support the development of local and regional skills needs
- Launch new personal development curriculum for apprentices
- Pilot cross college pre-apprenticeship traineeship provision
- Launch Business Solutions – business development and sales facility
- Launch new apprenticeship management structure



2023

- Excellent satisfaction rates for apprentices and employers
- Further increase the number of apprentices and range of employers in line with local and national skills priorities
- Improved achievement rates for apprentices and higher apprentices
- Launch cross college pre-apprenticeship trainee provision
- Launch 'one stop shop' employer hub facility for South Devon College



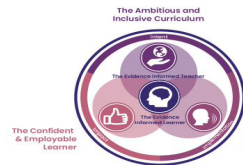
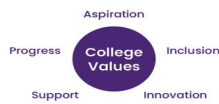
2024

- Maintain excellent satisfaction rates for apprentices and employers
- National reputation for high quality teaching and learning across apprenticeship provision
- Outstanding achievement rates for apprenticeships and traineeships
- Systematic IAG and strong progression routes established into SDC apprenticeship and traineeship provision



2025-2027

- Ofsted Outstanding
- Sector leading outcomes for higher apprenticeship – ESFA and OFS data
- Established reputation as provider of high quality apprenticeships and higher apprenticeships, contributing significantly to local, regional and national skills needs
- National reputation for apprenticeship provision and employer partnerships



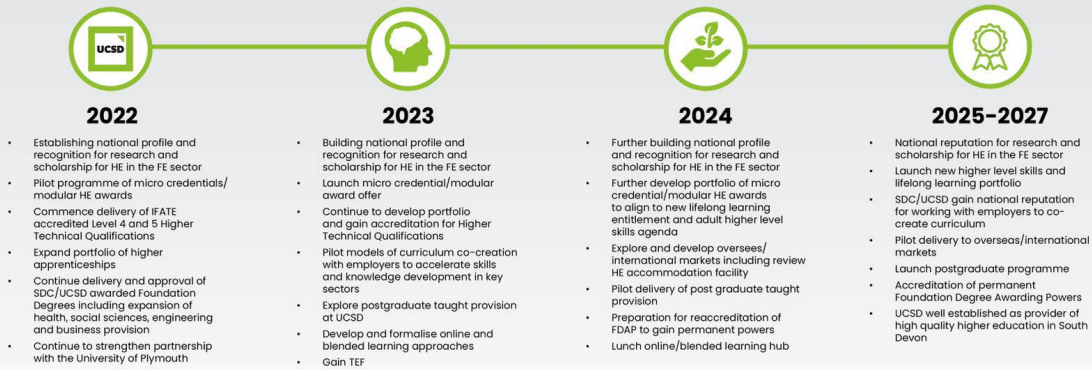
Engaged with 1,622
14 plus year olds in further education across Torbay, South Devon and Teignbridge

Engaged with 95
businesses

Engaged with 20k
impressions on social media

South Devon College
APPRENTICESHIPS

HIGHER EDUCATION VISION



KEY FACTS



Your Future, Your Degree
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Torbay is home to circa 136,218 people, nearly half of whom (49.4%) are aged 50 or over. The lowest representation comes from ages 16 to 24, accounting for around 8%. Torbay is amongst the most deprived local authorities nationally and recently designated the most deprived district in the South West of England and suffers from several issues common to coastal resort towns: seasonal employment; increased transience and; a lack of high value Gross Value Added sectors. The predominantly low-wage, low-skill economy is over-reliant on the seasonal tourism industry and is now amongst the weakest in the country. Torbay also has pockets of significant poverty and deprivation, and is ranked as the most deprived upper-tier local authority in the South West. Inequalities continue to widen as relative deprivation worsens, and 27% of Torbay residents live in the 20% most deprived areas in England. With high levels of vulnerability across all three towns, Torbay has the second highest rate of 'Cared for Children' in England, and the highest domestic violence rate in the South West.

Regarding the economy, Torbay's economy is ranked amongst the weakest in England, and has declined in recent years. With the disruption to the economy caused by COVID-19, it is expected to weaken further. Torbay is highly dependent on tourism generating c£500m in GVA and employing 25,000 people annually, although unemployment rose significantly during the pandemic and the sector is still recovering. However, the photonics and microelectronics sector continues to grow, generating c£100m in GVA by creating high skilled, high value jobs for around 1200 people living and working locally. GVA in this sector is twice the Torbay average.

The fishing industry also remains important, landing circa £60m value of fish and supporting 500 jobs.

Torbay's workforce has decreased 2.1% from 2015 to 2020 and Torbay continues to have a high level of part time work in comparison to regional and national averages. In 2021 the unemployment rate was 2.3%, the lowest it has been for five years. Long term unemployed and youth unemployment figures are falling, and vacancy rates are at the highest level for 5 years however, there has been a significant rise in the number of households claiming Universal Credit. 9% of Torbay residents have no qualifications and, 29.4% are classified as graduates, but this figure is notably lower than regional and national averages. Torbay now falls behind regional and national average across all NVQ levels. Collective performance of Torbay's schools has improved since 2019 however the attainment gap between disadvantaged and non-disadvantaged pupils has grown.

3. Approach to Developing the Plan

South Devon College has a curriculum strategy which ensures that our offer directly responds to local, regional and national needs. This is regularly reviewed with, and informed by, our employer, civic, community and education partners. We do this through a large variety of channels, events and activities to ensure the widest range of individuals and organisations are actively engaged. We have a curriculum which is co-designed and, increasingly, co-delivered with our partners and stakeholders ensuring that purpose, delivery and outcomes are current, fit for purpose and meeting demand and needs. The key sectors which we are currently responding to include Health and Social Care, Construction, Hi Tech (electronics, photonics & semi-conductors), Marine, Tourism & Hospitality.

Our stakeholders and those informing and influencing this agreement include, amongst others:

- Local authorities, district councils and their strategic partners (Torbay Council, Devon County Council, Teignbridge DC, South Hams DC);
- The Heart of the South West Local Enterprise Partnership (Devon, Torbay, Plymouth and Somerset);
- The Plymouth & South Devon Freeport
- Local employers and self-employed including representative and umbrella organisations inter alia Torbay NHS Trust, Princess Yachts, Specsavers, Fragrance Group, Build Torbay, Build Plymouth, Building Greater Exeter, South West Business Council, Torbay Business Forum, Chambers of Commerce, Federation of Small Business, CBI, Torbay Hi Tech Cluster, Local Manufacturing Groups, Marine SW, British Marine, Tech SW;
- Economic Development partners {Torbay Development Agency, Devon County Council};
- Education sector funding bodies (Education & Skills Funding Agency, Office for Students, Student Finance England);

The College is a well-established provider of higher education and awarding organisation in its own right, with Foundation Degree Awarding Powers and is the only UK FE College to have successfully secured Accredited Education Institution (AEI) status with both the Health Care Professions Council and the Nursing & Midwifery Council. In partnership with our local schools and academy trusts and the University of Plymouth as our awarding partner for degrees to Level 6 and above, South Devon College is an organisation uniquely placed to rapidly respond and adapt its offer to meet the needs for all ages, stages and provision types and, with our Family and Community Learning offer, can genuinely provide the highest quality and inspirational education, training and skills development from ages 2 to 22 plus.

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We are an active leader of systems and place in Torbay and South Devon, and the wider region, being seen as a significant anchor institution vital to place shaping and community wealth building. Many of our college leadership are members of Boards or Trusts and are playing significant roles designing and developing strategy for the benefit of the community we serve.

The College is a national Beacon Award winner and a recognised and established national leader of sustainability in education leading in best practice in the FE sector and informing and influencing policy in all aspects including emerging demand for green skills to support the race to net zero.

The College is an active delivery partner in multiple projects of regional significance including the Strategic Development Fund for Colleges alongside Bridgwater & Taunton College, Yeovil College, Strode College, Petroc, City College Plymouth and Exeter College with outputs shaped by employers and a key stakeholder actively supporting and informing the development and completion of the Local Skills Improvement Plan (LSIP) for the LEP area. The map below illustrates the Heart of the South West LEP area and the area covered by the LSIP.



A critical part of our approach in the region is collaboration with other education institutions and training providers. The Devon Colleges Group is a key strategic partnership and collaboration to ensure all four Devon colleges have the curriculum provision required by the place we collectively serve. To ensure that we meet this need, and any gaps are identified and closed, we have mapped all of our adult and apprenticeship provision which is shown below. This information is triangulated with Labour Market Information (LMI) to identify and address needs.

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Our Apprenticeship Offer

Devon Colleges Group offers a huge range of high-quality Apprenticeship programmes, covering all the key industrial sectors. The table below demonstrates the breadth of the course offer currently available.

With programmes at Level 1 through to Intermediate Level, Advanced Level 3 and Higher Level (Levels 4 and 5), there is sure to be an offer to meet your training needs.

A Apprenticeships
B Advanced Apprenticeships
C Higher Apprenticeships
D Degree Apprenticeships

	Business Management and Administration	Construction	Digital Industries and IT	Education and Training	Manufacturing and Engineering	Performing Arts, Broadcast and Media	Power and Utilities	Retail Sales and Customer Services
	A B C D	A B C D	A B C D	A B C D	A B C D	A B C D	A B C D	A B C D
City College Plymouth	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓
Exeter College	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓
Petroc	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓
South Devon College	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓

	Environment, Health and Safety	Financial Services Banking and Insurance	Food and Drink	Freight, Logistics and Distribution	Sales and Marketing	Science and Research	Sports and Leisure	Transport (Including Automotive)
	A B C D	A B C D	A B C D	A B C D	A B C D	A B C D	A B C D	A B C D
City College Plymouth	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓
Exeter College	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓
Petroc	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓
South Devon College	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓

	Hair and Beauty	Healthcare, Nursing and Dentistry	Hospitality and Tourism	Legal Services	Marine Engineering
	A B C D	A B C D	A B C D	A B C D	A B C D
City College Plymouth	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓
Exeter College	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓
Petroc	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓
South Devon College	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓

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Our Adult Learning Offer

Devon Colleges' Group offers a huge range of high-quality Adult Learning programmes that develop the skills, knowledge and behaviours needed to progress and be successful in employment, further study and to support social and personal development.

The table below demonstrates the breadth of the course offer currently available. With adult education funded programmes from entry level through to higher level (Level 4 and above), there is sure to be an offer to meet the education and training of adults in Devon.

A Up to Level 1
B Level 2
C Level 3
D Level 4 and above

	English, Maths and ESOL	Arts, Craft and Design	Business, Leadership and Management	Construction and Building Services	Health and Social Care	Hospitality and Tourism	Law and Legal Services	Manufacturing and Engineering
	A B C D	A B C D	A B C D	A B C D	A B C D	A B C D	A B C D	A B C D
City College Plymouth	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓
Exeter College	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓
Petroc	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓
South Devon College	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓

	Humanities and Social Science	Digital Industries and IT	Education and Training	Science, Environment and Sustainability	Performing Arts, Broadcast and Media	Marine	Administration and Customer Services	Retail, Sales and Marketing
	A B C D	A B C D	A B C D	A B C D	A B C D	A B C D	A B C D	A B C D
City College Plymouth	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓
Exeter College	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓
Petroc	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓
South Devon College	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓

	Accountancy and Financial Services	Animal Care and Management	Warehousing, Logistics and Distribution	Hair and Beauty Services	Aerospace	Sports and Leisure	Automotive
	A B C D	A B C D	A B C D	A B C D	A B C D	A B C D	A B C D
City College Plymouth	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓
Exeter College	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓
Petroc	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓
South Devon College	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓

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4. Contribution to National, Regional & Local Priorities (Targets & Objectives for 2023/24 based on Measures Matrix)

Whilst the LSIP is not yet finalised the emerging sectors identified as priorities are; Construction, Health & Social care, Electronics & Photonics including semi-conductors; Marine & maritime; Tourism, Hospitality & Leisure.

There are a number of “threads” which run through our contribution to meeting national, regional and local priorities for all of our provision types, Young People, Adults, Apprentices and Higher Education students: social mobility including widening participation; sustainability based around the 17 UN Sustainable Development Goals; transferable skills which are employer and sector neutral but are identified as critical to employability including green / low carbon and digital; leadership and management critical for improving productivity; raising skills levels to L3 and above with focus on progression from T Levels, apprenticeships, Free Courses for Jobs (FCFJ), Skills

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Bootcamps to L4/5 through Higher or Degree Apprenticeships, HTQs or Foundation Degrees playing to the strength of our Foundation Degree Awarding Powers.

Our Curriculum Strategy is simple; our provision is developed with a clear “Purpose” to support positive progression, co-designed with employers and stakeholders for “Credibility” and delivered and supported by outstanding professionals in class leading facilities with the highest quality resources focusing on the personal development of our students as individuals to give them the “Edge”.

For 2023/24 we are planning to achieve the following measures:

- T Level recruitment to increase by 100%;
- FCFJ by 50% from 2022/23 original allocation;
- Plan / bid to deliver Skills Bootcamps or related employer led activity in: Digital Marketing; Marine Engineering; Engineering; Health; Care;
- 5% growth in HE across HAs, DAs, & Foundation Degrees;
- Increase the number of HTQs we are delivering by 200%.

We are also planning to offer more essential skills up to Level 2 in English, mathematics and up to Level 1 in Digital through:

- Work with stakeholder partners
- Commissioned work delivering Multiply in both Devon and Torbay
- Refocusing and targeting use of our Adult Community Learning Grant to harder to reach groups with a particular focus on Family Learning in partner schools and Torbay Council as part of our “2 to 22+” strategy in Paignton.

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Element of Success	Contribution to Priorities	Purpose	Success Measure
Quality Q.1	Design, develop and deliver a curriculum with employers, ERBs and external stakeholders	To meet students' individual needs and the local & regional skills needs identified in the LSIP across all of our provision types	a. Strong, active engaged student and employer voice with high satisfaction rates compared to prior 3 years measured through annual our Young People, Adult, HE, Apprenticeships and Employer surveys by July 2024
		To support the Torbay Economic Growth Strategy Action Plan 2022-2030	b. Deliver excellent FE and HE outcomes in the top quartile of providers based on 2022-23 data
Quality Q.2	Secure Foundation Degree Awarding Powers in perpetuity	To continue to co-design and co-deliver solutions for higher level qualifications which meet employer needs in a way which is flexible, agile and timely	a. Increasing numbers of students progressing from the College via our University Centre with higher level qualifications including higher and degree apprenticeships by July 2024 compared to prior 3 years
		To support the Torbay Economic Growth Strategy Action Plan 2022-2030	b. Increased numbers in our local population by 2030 with higher level skills including the knowledge and behaviours required by local employers to recruit and retain local talent, closing skills gaps, increasing productivity, supporting growth in our economy and improving individual prosperity
Leadership L.1	Continue as a successful regional and local anchor institution	To develop and sustain strong and trusted partnerships, collaboration, and effective community engagement	a. Secure membership of the South West Institute of Technology to close the "geographical gap" and provide new specialisms in collaboration with key sectors i.e. Electronics, photonics & semi-conductors and Health & Social Care

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		To develop and sustain strong and trusted partnerships, collaboration, and effective community engagement	b. Engage with key regional and local organisations either through Memoranda of Understanding (MoUs) and / or formal projects & partnerships working through vehicles such as the Devon Colleges Group; FE Strategic Development Fund; South Devon Freeport etc.
People P.1	Our workforce will be outstanding professionals in their fields whether academic and curriculum or professional services	To continue to be at the forefront of supporting and developing our People to be agile, flexible and resilient.	a. Impactful CPD including Industry Updating to ensure our people remain at the leading edge in their specialist fields as well as embedding the SDC Evidence Informed Teaching and Learning Framework consistently across all provision types and curriculum areas to ensure excellence in teaching and learning
People P.2	To attract, recruit and retain the highest quality individuals including through internal succession	To be the local employer of choice with individuals who feel engaged, valued and empowered	a. IiP Platinum re-accreditation secured for a further period
Resources R.1	To continue to be a national leader in social, economic and environmental sustainability, in the FE sector to ensure the work and resources of our organisation meets the needs of employers and our community including emerging green skills and low carbon priorities	Deliver our 10 year Sustainability Strategy	a. Measure progress against Sustainability Strategy milestones using FE Climate Action Roadmap, annual NUS SOS organisational scores including curriculum developments through national engagement / influence with the Alliance for Sustainability Leadership In Education (EAUC) and DfE Sustainability Unit etc.
		Deliver our 10 year Sustainability Strategy	b. Secure SALIX funding for carbon reduction plan to move towards net zero

5. Corporation Statement

On behalf of the Board of Governors of South Devon College, it is hereby confirmed that the plan, as set out above, reflects an agreed statement of purpose, aims and objectives as approved by the corporation on 4th of May 2023.

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The plan will be published on the College's website within three months of the start of the new academic year and can be accessed from the following link: www.southdevon.ac.uk



Jane Viner
Chair of Governors
Date



Laurence Frewin
Principal & CEO
Date