Southport College is committed to equality & diversity. The College is dedicated to the active pursuit of an equal opportunities policy which addresses the need and right of everyone in the College to be treated with respect and dignity, in an environment in which a diversity of backgrounds and experiences is valued.
MISSION
‘to provide outstanding education and training for individuals and employers’

1 To work with the other Sefton Colleges to provide excellent sustainable post 16 education for the area and the region. In particular to:-
   • Secure high quality advanced level provision in the Southport area
   • Achieve an outstanding Ofsted Inspection when next inspected
   • Progress the staged development of a Sefton College within the next three years

2 To achieve or exceed the planned funding targets in respect of the major further and higher education funding bodies, in particular:-
   • The EFA 16-18 learner number target
   • The SFA 16-18 and 19+ apprenticeship programme funding targets
   • The SFA Adult Learning funding target and 19+advanced learning loan target
   • The HE student number targets

3 To make a significant contribution to the local and national economy by building positive and productive partnerships with employers, supporting the skills needs of priority areas, and encouraging enterprise and endeavour by:-
   • Responding to local and regional employment needs, including Local Enterprise Partnership (LEP) and City Region priorities
   • Developing relevant partnerships with employers and their associations
   • Achieving significant growth in the uptake of apprenticeships and training programmes for employees

4 To enhance the personal growth, confidence and employability of young people and adults through excellent vocational and academic education by:-
   • Continuing to strengthen Career Guidance and admissions processes for 16-18 year olds
   • Continuing to develop individualised study programmes which enhance employability and maximise progression opportunities
   • Providing for the continuous improvement of English and maths up to GCSE level and beyond.
   • Significantly expanding opportunities for university level study whilst maintaining high standards

5 To ensure all programmes enable students to succeed and progress by ensuring:-
   • Achievement rates are on or above target (and are above the 2016/17 College floor target of 90% for Classroom based programmes and 80% for Apprenticeships)
   • High progression rates into education, training or employment with over 90% of 16-18 students progressing to positive destinations
   • Exceeding the national rates for value added scores
   • Exceeding the national FE grade profile for A*- C passes in English and maths GCSE based on the new performance measures

6 To provide excellent and inspirational teaching and learning demonstrated by:-
   • Learning walks, graded observations and curriculum reviews
   • High scores of 95% or above for teaching & learning in student surveys
   • 90% or above attendance rates

7 To create a safe and secure environment in which equality of opportunity, diversity of backgrounds and experiences are valued by:-
   • Ensuring highly effective safeguarding arrangements
   • Meeting the legislative requirements of Special Educational Needs and Disabilities (SEND) reforms.
   • Maintaining the high levels of positive responses to the staff and student surveys in relation to embracing equality and diversity and creating a safe environment

8 To maintain outstanding Financial Health by:-
   • Achieving the targeted income and expenditure forecasts throughout the period of the plan
   • The work undertaken to modernise or enhance systems and processes and to ensure value for money through efficient use of resources

9 To develop and implement an accommodation strategy which ensures the College estate is fit for purpose and meets curriculum and business needs, in particular by:-
   • Developing the estate in line with the programme of works and improvements
   • Developing the IT network and infrastructure

10 To develop and implement a Human Resource Strategy which ensures the development of a workforce with the right skills, knowledge, expertise and qualifications as a basis for excellent performance to include:-
   • A comprehensive staff development strategy and plan which meets individual and organisational needs
   • Promotion and embedding of the Staff Charter through the active and purposeful engagement of staff
   • A robust appraisal and performance management system