Brockenhurst College

Outstanding Education & Training

STRATEGIC PLAN



2024–29







STRATEGIC PLAN 2024 – 29

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FOREWORDS



I am delighted to introduce our Strategic Plan for 2024 – 2029, which reflects our commitment to delivering an exceptional student experience. Developed through collaboration with various stakeholders, the plan highlights how we will prioritise academic progress, skills development and personal growth inclusively, while also addressing the economic and skills needs of the local and regional area.

As the Further Education landscape evolves, particularly the wider skills agenda, this document details how we will continue to strengthen partnerships with schools, employers and industry. This will provide our students with wide-ranging, work-related learning opportunities – ensuring they progress to their preferred destinations, not only with strong qualifications but with the essential skills and experiences they need to be successful.

The plan emphasises the central role of staff in student successes, recognising the importance of their professional development and wellbeing. The plan also outlines our broader approach to growth, financial health and sustainability, as we aim to keep Brock at the forefront of high-quality education, inspiring ambition in our students. This will ultimately prepare them well for Higher Education, employment or an apprenticeship.

Helen Odhams
Principal and CEO



At Brockenhurst College, students' ambition, progress and success is quite simply our *raison d'etre*, and staff here are relentless in providing the very best teaching and support to help them achieve meaningful progression. Learners recognise this and quickly come on board, creating the collective resolve to succeed that is the hallmark of our college.

This Strategic Plan is intentionally ambitious, and its success will be dependent on a great deal of hard work by everyone in our college community. Importantly, our local and regional partners and stakeholders will continue to work closely with us to maximise returns for students. This requires a sincere belief in collaborative working and a commitment to ensuring best value for all.

The plan sets out our ambition and our intended progress to ensure we are best-placed to support learners in the coming years. It does not just deal with the 'what' and the 'when' – of equal importance is the 'how'. With our core values of excellence, ambition, inclusivity, curiosity and community guiding us throughout, I look forward to seeing this plan's ambitions being realised.

Bob Hogg
Chair of the Board of Governors



OUR PURPOSE

To play a leading role in inspiring and delivering a rich and well-rounded education to young people and adults, while making a significant contribution to local and regional skills needs and economic prosperity.

OUR VISION

To deliver excellence and transform futures within an inclusive community.

To achieve this we are committed to:

- Cultivating a culture of excellence, high expectations, progress and achievement.
- Further developing a curriculum that fosters a diverse set of knowledge, skills and experiences alongside an exceptional teaching and learning experience.
- Driving the future development of skills at local, regional and national levels.
- Working closely with schools, universities, employers and civic partners from the New Forest and beyond.
- Promoting a positive culture of equality, diversity and inclusion (EDI).
- Ensuring students with special educational needs and disabilities (SEND) have the support and tools they need to thrive.
- Embracing an inquisitive and innovative approach to the continuous development of the College.





OUR VALUES

Our core values are fundamental to everything we do at Brock. They underpin our commitment to realising our purpose and vision, shaping and guiding the delivery of our Strategic Plan.



EXCELLENCE

AMBITION





INCLUSIVITY

COMMUNITY





CURIOSITY

WHO WE ARE



Brockenhurst College is a thriving General Further Education (GFE) College in the New Forest National Park. The main college site is located in Brockenhurst, with four satellite sites delivering specialist provision across the New Forest district and in Southampton.

As a college with tertiary status, we offer a wide range of academic, vocational and technical qualifications and courses for 16 to 19-year-old students, as well as to apprentices, adults and those wishing to pursue qualifications in Higher Education (HE). We also provide a wide range of leisure courses for adults.

The College has a long-standing and excellent reputation for delivering education to a wide range of students, serving communities across Hampshire, Dorset, Wiltshire and the Isle of Wight. To achieve this, we work with a large number of schools, universities, businesses and civic partners.

We also have a significant role in the delivery of skills for the local economy. Indeed, we play a crucial part in equipping the local economy with essential skills, actively participating in the Local Skills Improvement Plan (LSIP), the South Coast Institute of Technology (IoT), New Forest District Council's (NFDC) A Vision for the Waterside initiative and the Solent Freeport initiative.



As a college we hold a strong belief in inclusion and social mobility. This is evident not only through the diversity of courses and qualifications delivered at different levels, but also through our commitment to learning support, wider learning and careers guidance. Plus, our commitment to students' personal wellbeing as part of the all-round student experience.

The different levels of study, alongside the types of provision, mean we provide a highly inclusive curriculum offer that caters for learners from all backgrounds and levels of ability. We understand that excellence in teaching and learning is pivotal to student success and this, alongside the development of students' wider personal development, is central to our overarching vision.

In 2023 – 24 the College had over 3,000 16 to 19-year-old students and apprentices on roll. Over 100 students were pursuing courses in HE, and around 5,500 adult learners undertook adult qualifications and leisure-based courses. In our Sixth Form provision, 45% of students studied A Level programmes, with the remaining 55% on Foundation and Level 1, 2 and 3 Vocational programmes.

At Brock we serve a significant number of students with SEND and high needs. Over half of all students with high needs study Vocational courses at Level 2 or 3, with the remainder studying Foundation and Level 1 programmes. We launched a new Independence Hub in 2023, offering specialist provision for learners with more complex SEND needs.

The College also has a well-established tradition of welcoming students to study from across the globe. Each year over 100 international students come to us from Europe, South America and Asia. Our international students bring different cultures and experiences that enrich our college community and support our home students in further understanding what it means to be a global citizen. International students are very much a

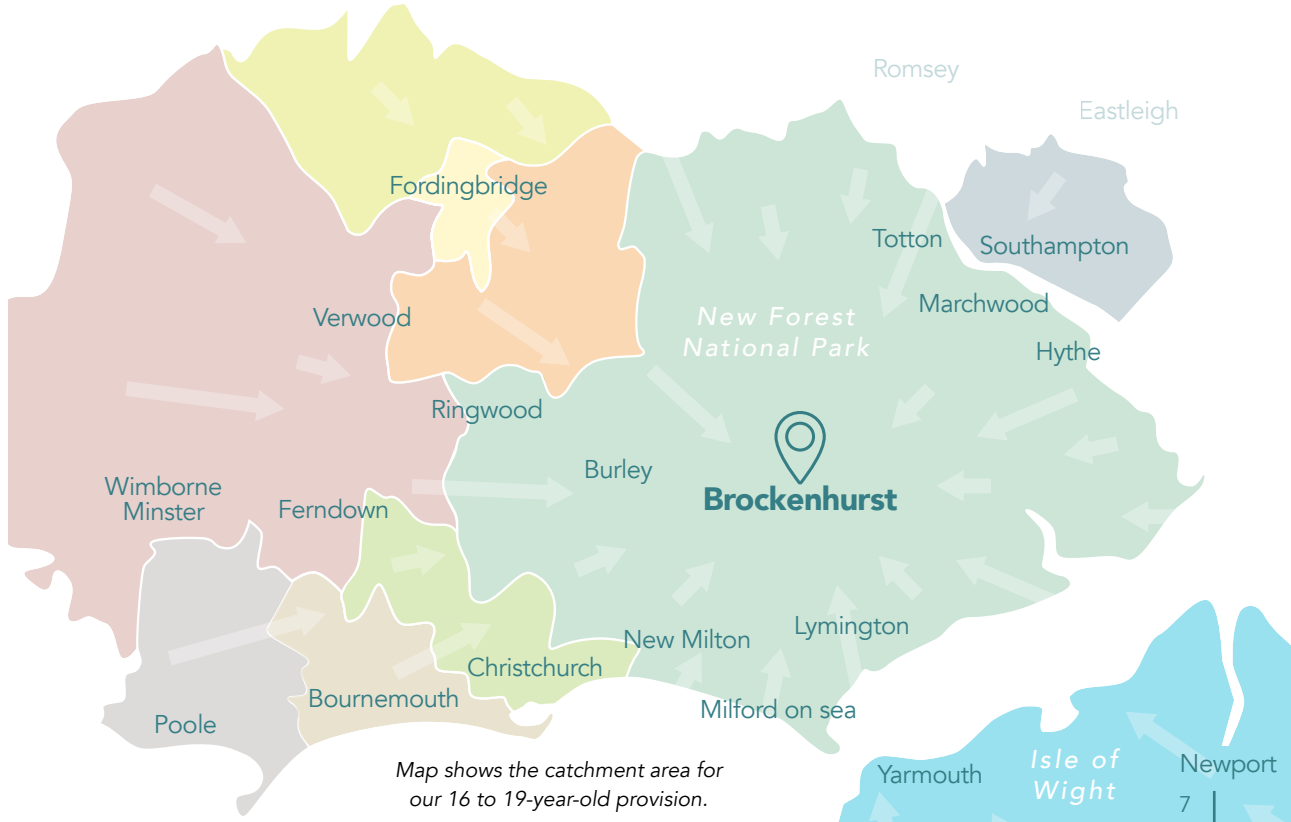


valued and integral part of the college community and have opportunities to enjoy all aspects of college life.

As a significant provider of Sixth Form education for students in the New Forest and students who live across county borders in Dorset and Wiltshire, we serve a large catchment area.

The catchment area for adult learning is wider still, and while the majority come from similar areas to those studying 16 to 19-year-old study programmes, due to online learning courses we also recruit at a national level.

The College is a sizeable employer in the New Forest, currently employing around 550 staff. Our financial health rating continues to be 'good', and at our last full Ofsted inspection in 2023 we were rated 'good' in all areas of provision.



Map shows the catchment area for our 16 to 19-year-old provision.



NATIONAL CONTEXT

SKILLS

Following the publication of the Skills and Post-16 Act (2022), colleges have a significant role to play in delivering the national skills agenda. This agenda is set to build through the work of Skills England, and our Strategic Plan addresses how we will continue to meet local, regional and national skills needs. This will be achieved through the development of course provision at all levels, alongside continued involvement with the LSIP and IoT, the A Vision for the Waterside initiative and the Solent Freeport initiative. In addition, there will be further collaboration with local and regional employers, plus collaboration with other colleges.

ADULT EDUCATION AND DEVOLUTION

Alongside changes to the post-16 Vocational curriculum, the adult learning sector is also seeing significant change, including the introduction of the Lifelong Learning Entitlement (LLE). Furthermore, regional devolution in Hampshire is fast becoming a reality. This will affect adult education budgets, presenting both challenges and opportunities for the College. Our Strategic Plan is responsive to and reflective of these developments. As a result, we will be well placed to leverage effectively the new opportunities and navigate potential challenges these changes will bring.

CURRICULUM REFORM

With the outcome of the new Labour government's Curriculum and Qualification Review, set to be announced in December 2024, it is likely that further changes to the post-16 landscape will emerge. It is important that the College adapts its curriculum strategy over time to align with these changes and address effectively the needs of our students, alongside meeting local, regional and national skills needs laid out in LSIPs and other regional strategy documents.

16 TO 19-YEAR-OLD DEMOGRAPHIC

Over the next four years, the national 16 to 19-year-old demographic will continue to increase. Forecast growth is estimated to be around 2% each year, peaking in 2028, when it will level off[1]. This means there will be more students requiring post-16 study provision. The percentage of growth increase will vary in the different regions from which we recruit. Therefore, with a wide catchment area, we must position ourselves effectively to enrol our market share of students from different areas while ensuring we have the facilities and resources to match the growth in student numbers.



SEND PROVISION

The demand for SEND and high needs provision and Education, Health and Care Plans (EHCPs) is rising nationally, with the number of children and young people with EHCPs increasing annually. In Hampshire and the surrounding areas, this trend is expected to continue, and efforts are being made to support this growing demand through various initiatives and resources, including our partnership with Hampshire County Council and its co-investment in our new Independence Hub.

THE LOCAL & REGIONAL CONTEXT

Due to our wide recruitment area located close to county borders, the College serves two main skills regions – the Solent and Dorset. Our location also means we are well placed to support NFDC's A Vision for the Waterside initiative and the Solent Freeport initiative.

Understanding these initiatives' shaping of the economic landscape, as well as the skills and jobs market in the region, will be essential for the College's continuing work. We will embrace the diverse range of career pathways available to our students, and we will meet our obligations to the local and regional skills agenda.

Priorities for the Solent LSIP [2]	Priorities for the Dorset LSIP [3]	Priorities for the Waterside and Solent Freeport [4]
Phase 1 Creative Freeport target sectors Low carbon and green skills Maritime	Advanced engineering and manufacturing Agriculture Construction Digital technology and creative Health and Social Care	Digital and data analytics Engineering STEM higher technical skills
Phase 2 Construction Health and Social Care Hospitality Logistics		

[1] https://feweek.co.uk/wp-content/uploads/2021/08/AoC201620-201920projections20to20203020August2021.pdf

[2] https://www.hampshirechamber.co.uk/wp-content/uploads/Solent-Local-Skills-Improvement-Plan.pdf

[3] https://dorsetchamber.co.uk/wp-content/uploads/2023/08/Dorset-Local-Skills-Improvement-Plan-Stage-1.pdf

[4] https://democracy.newforest.gov.uk/documents/s28603/Freeport%20Priorities%20Report.pdf

From a broader industry perspective within the New Forest, local services dominate the economic output, with further significant output from primary and secondary sectors such as construction and manufacturing[5]. With a focus on achieving net-zero emissions by 2050, there is an increasing emphasis on green-sector jobs, and this shift is expected to increase the demand for skilled workers in this sector throughout the New Forest and beyond[6].

As a rural area, the New Forest's business profile is significantly different to areas with larger, urban settlements. Approximately 88% of businesses in the area are micro-businesses, with around 11% small and medium enterprises (SMEs)[7]. The profile for Dorset, from where many of our students and staff travel, is broadly similar. The most industrialised part of the New Forest is the Waterside sub-district, where areas such as Hythe and Fawley are centres for significant manufacturing activities, marine industries and oil refining[8].

Ensuring we recognise and continue to contribute to filling skills gaps in the region through all levels of study, alongside working with employers across all sectors of the economy, is an important priority. This will afford our students opportunities to embrace a diverse range of contemporary career paths and expose them to working with employers who will further develop the transferable and technical skills needed for future employment.

OUR PARTNERS

The College works with a wide range of partners across Hampshire and Dorset and other neighbouring counties. These include local schools, universities, larger employers, SMEs, representative bodies and civic partners.

We are also integral to a consortium of colleges and other organisations focused on advancing the Solent LSIP priorities. As such, we actively participate as delivery partners in four key projects spanning the creative industries, maritime and freeport services, healthcare, and research and development sectors. In addition, we are members of the IoT and are involved in NFDC's A Vision for the Waterside initiative and the Solent Freeport initiative. In this context, our efforts are geared towards preparing students for careers in STEM, health, engineering and digital technologies. This will continue to form part of our strategic direction moving forward.

These strategic partnerships align with and support the delivery of the College's core purpose and vision, as well as support the development of education and skills in local, regional and national communities.

[5] https://www.newforest.gov.uk/media/2911/Economic-Profile-2022/pdf/FINAL_New_Forest_Economic_Profile_2022_6.pdf?m=1666862352457

[6] https://www.newforest.gov.uk/media/2911/Economic-Profile-2022/pdf/FINAL_New_Forest_Economic_Profile_2022_6.pdf?m=1666862352457

[7] https://www.nomisweb.co.uk/reports/lmp/la/1946157307/report.aspx#tabidbr

[8] https://www.newforest.gov.uk/media/2911/Economic-Profile-2022/pdf/FINAL_New_Forest_Economic_Profile_2022_6.pdf?m=1666862352457

OUR STRATEGIC VISION



The vision for Brockenhurst College is firmly rooted in our commitment to ensuring an exceptional education for all students, fostering a culture of high quality, collaboration and community within a supportive and inclusive college environment.

Our core aim is to deliver excellence and transform the futures of young people and adults. To achieve this, we will provide a transformative education that not only motivates and inspires students but, importantly, empowers them to fulfil their future ambitions. We recognise the significance of our role in helping to shape students, who are not only poised for success in their future careers through the development of knowledge and skills but are also empowered to emerge from their education with us as well-rounded, global citizens with an enthusiasm for lifelong learning.

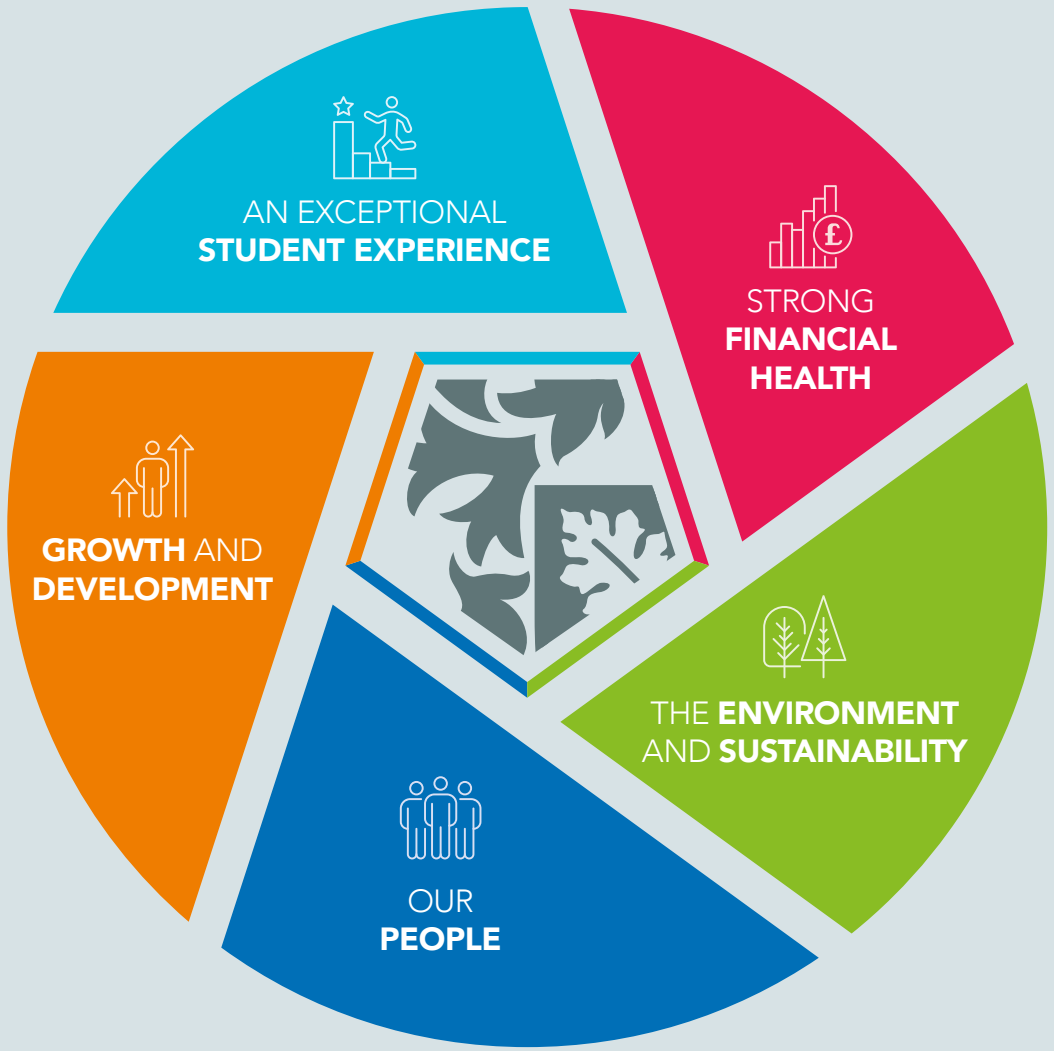
At this pivotal time of change in the Further Education landscape, and through this Strategic Plan, we are now seeking to build on our longstanding achievements in post-16, adult and Higher Education. This means continuing to ensure the success of our students and the College, along with delivering the skills needed to promote economic prosperity in our local area and region.

Over the next five years we want to be ambitious. We aim to be the college of choice in the local area, supporting students to become confident individuals who have developed the knowledge, skills, character and competencies that will support them strongly in their next steps.

In addition, we want to ensure that we prioritise the development and wellbeing of our staff, who are essential to the delivery of the overarching experience, wider development and progression of students. We also want to continue to ensure that Brock is a great place to work.



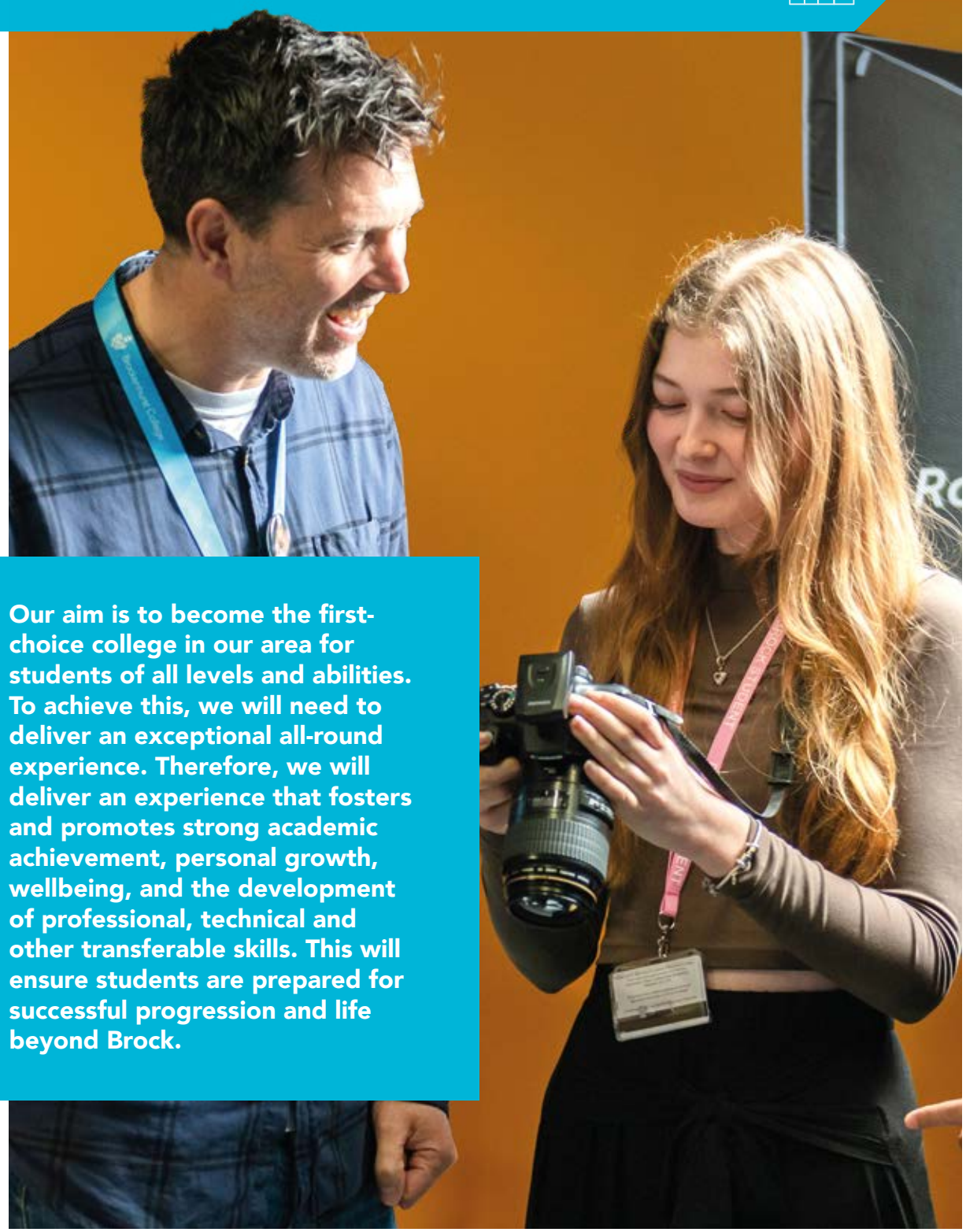
OUR FIVE **STRATEGIC PILLARS** WILL BE KEY TO OUR SUCCESS:



Keeping pace with digital developments and equipping our staff and students with the necessary digital skills are essential components of our strategy and therefore represent key features across this Strategic Plan.

The recognition of EDI will continue to foster a rich and dynamic organisational culture that will enhance our community by bringing together a variety of perspectives and skills, allowing us to gain a deeper understanding of the diverse communities the College serves. By embedding EDI throughout our strategic planning, we will ensure that these values permeate across all aspects of our operations.

AN EXCEPTIONAL **STUDENT EXPERIENCE**



Our aim is to become the first-choice college in our area for students of all levels and abilities. To achieve this, we will need to deliver an exceptional all-round experience. Therefore, we will deliver an experience that fosters and promotes strong academic achievement, personal growth, wellbeing, and the development of professional, technical and other transferable skills. This will ensure students are prepared for successful progression and life beyond Brock.



We are committed to supporting student outcomes and progression by implementing a broad and balanced core and wider curriculum. This will be accompanied by a strong focus on quality improvement and development – all in an inclusive and supportive environment where every student feels valued and empowered to achieve.

Continuing to develop excellence in teaching, learning and assessment is fundamental to student achievement and progress. We will focus on enhancing our teaching and learning practices alongside development in digital technologies, providing an inspiring and dynamic educational experience for all students that aids their learning, success and progression. With increasing numbers of students requiring additional support, it is also essential that our college structures, practices and processes meet the academic, health and wellbeing needs of all students.

Recognising the importance of preparing students for life beyond college, it is crucial that we further develop our wider learning initiatives, careers guidance, work placements and experiential learning opportunities. These will help students gain transferable, professional and technical skills, as well as give them industry knowledge and access to networks essential for workplace success.

A sense of community and belonging will also be key to achieving an outstanding student experience. Strengthening our admissions and student transition programmes, in addition to promoting inclusive student activities and programmes that encourage understanding and collaboration among students from diverse backgrounds, will continue to be important.

By prioritising these areas, we aim to ensure that every student not only achieves their academic goals, but also enjoys an enriching college experience, progressing successfully to their destination of choice.

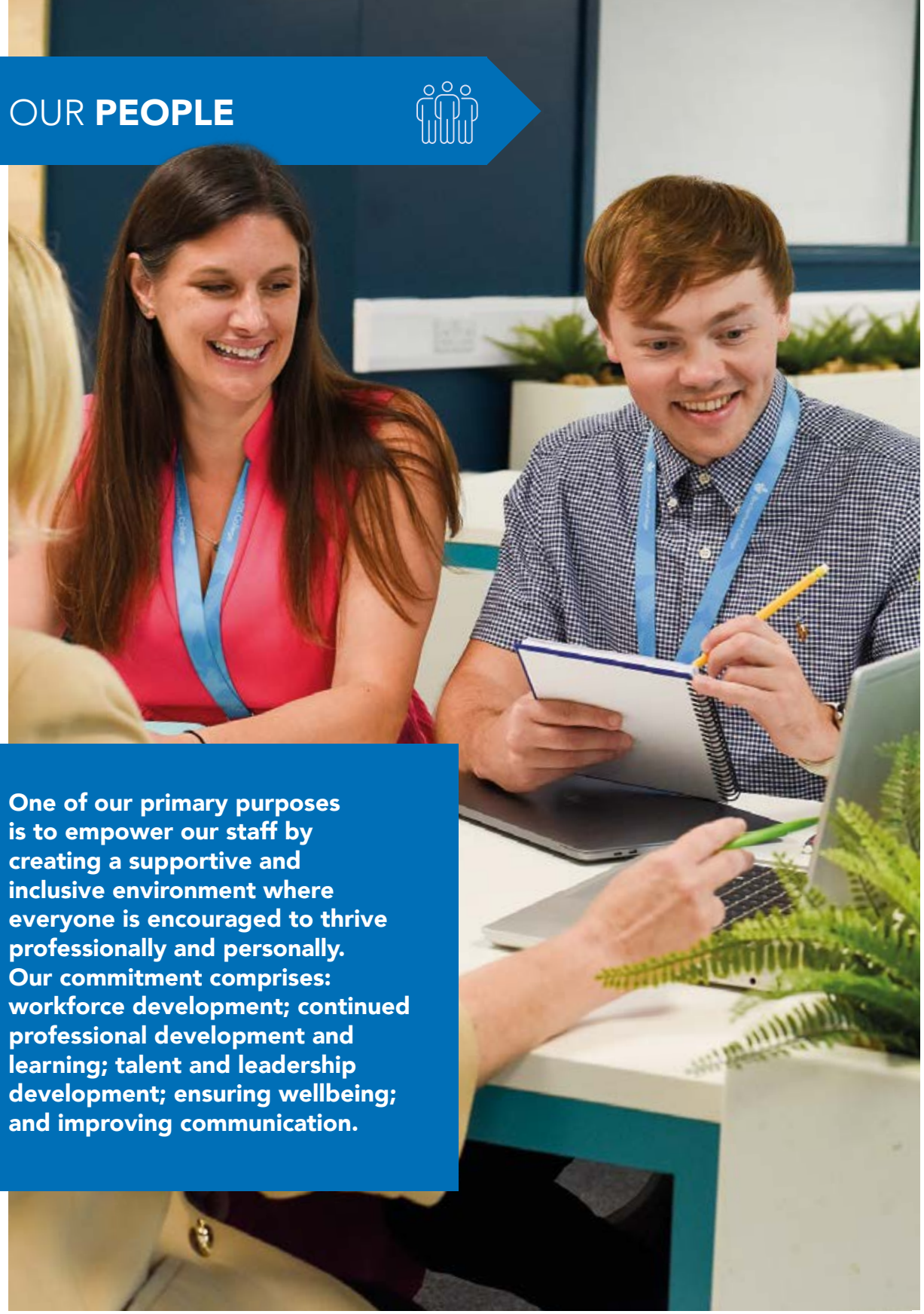
WE WILL

- → Re-develop and implement a new curriculum strategy.
- → Consistently promote high standards and expectations alongside outstanding teaching, learning and assessment.
- → Further develop our approach to whole college quality assurance.
- → Further develop our student wellbeing services through effective partnerships, initiatives and staff development.
- → Develop our approach to supporting students with additional needs and EHCPs, so they are fully embedded in all curriculum and support services.
- → Further develop our Enrichment programme for students across all levels of study.
- → Invest in IT infrastructure and digital technologies alongside staff training to enhance the learning experience.
- → Re-develop and implement a comprehensive and effective transition programme for students moving to the College and moving between levels of study.
- → Expand our careers and progression programmes to ensure that all students get the appropriate guidance needed to support positive progression.

INTENDED OUTCOMES

- → The curriculum will be fully aligned with local and regional skills needs, as well as the needs of students.
- → Achievement rates for student outcomes will be in the top 25% of GFE colleges nationally.
- → Students will be better prepared for life after Brock, having developed the transferable skills required for success at university and/or the workplace.
- → Students will have developed higher level digital competencies and will be better prepared to use technology in their next steps.
- → Students at all levels of study will progress to positive destinations after Brock.
- → Student wellbeing services will continue to thrive and be valued by all students.
- → Satisfaction levels in terms of the student experience will be high, and most students will say they would recommend the College to others.
- → We will have met our market share of students attending from the New Forest and surrounding areas.

OUR **PEOPLE**



One of our primary purposes is to empower our staff by creating a supportive and inclusive environment where everyone is encouraged to thrive professionally and personally. Our commitment comprises: workforce development; continued professional development and learning; talent and leadership development; ensuring wellbeing; and improving communication.



We will strive to work with staff to continue to develop Brock as a supportive community and as a first-choice place of work in the area. It is important that we further develop our culture of inclusivity, ambition and respect, while continuing to be a place where staff feel they belong and are valued.

Investing in workforce development for all staff through ongoing professional development and learning, including the development of digital skills and capabilities, is vital to ensuring staff remain at the forefront of educational practices, and professional knowledge and skills. This will also ensure that staff stay abreast of emerging trends and technologies in their subjects and fields of expertise. This commitment to training and development is essential to maintain high standards in terms of student outcomes and to nurture the development of the College's future leaders through career opportunities across the organisation.

Continuing to prioritise staff physical and mental wellbeing is essential for promoting a positive and productive work culture and environment. Staff wellbeing extends beyond the implementation of specific initiatives to day-to-day college practices. This is an area that we will strive to develop further, demonstrating our commitment to creating an inclusive and thriving workplace.

Developing effective methods and tools for communication within the College is fundamental to our success. Clear and transparent communication fosters a collaborative environment, essential for building trust and ensuring that all members of the college community are informed and engaged with the College's activities. Continuing to develop our approach to cross-college communication with the staff body is a strategic priority. Therefore, we will seek to facilitate open and transparent dialogue between all members of staff in order to further embed a culture of collaboration, diversity, innovation and shared responsibility.

By focusing on and investing in continuous learning, development, wellbeing and communication, we will ensure that our staff are equipped to deliver high quality education, support, professional services and administrative functions, meeting the ever-changing needs of our students and other stakeholders.

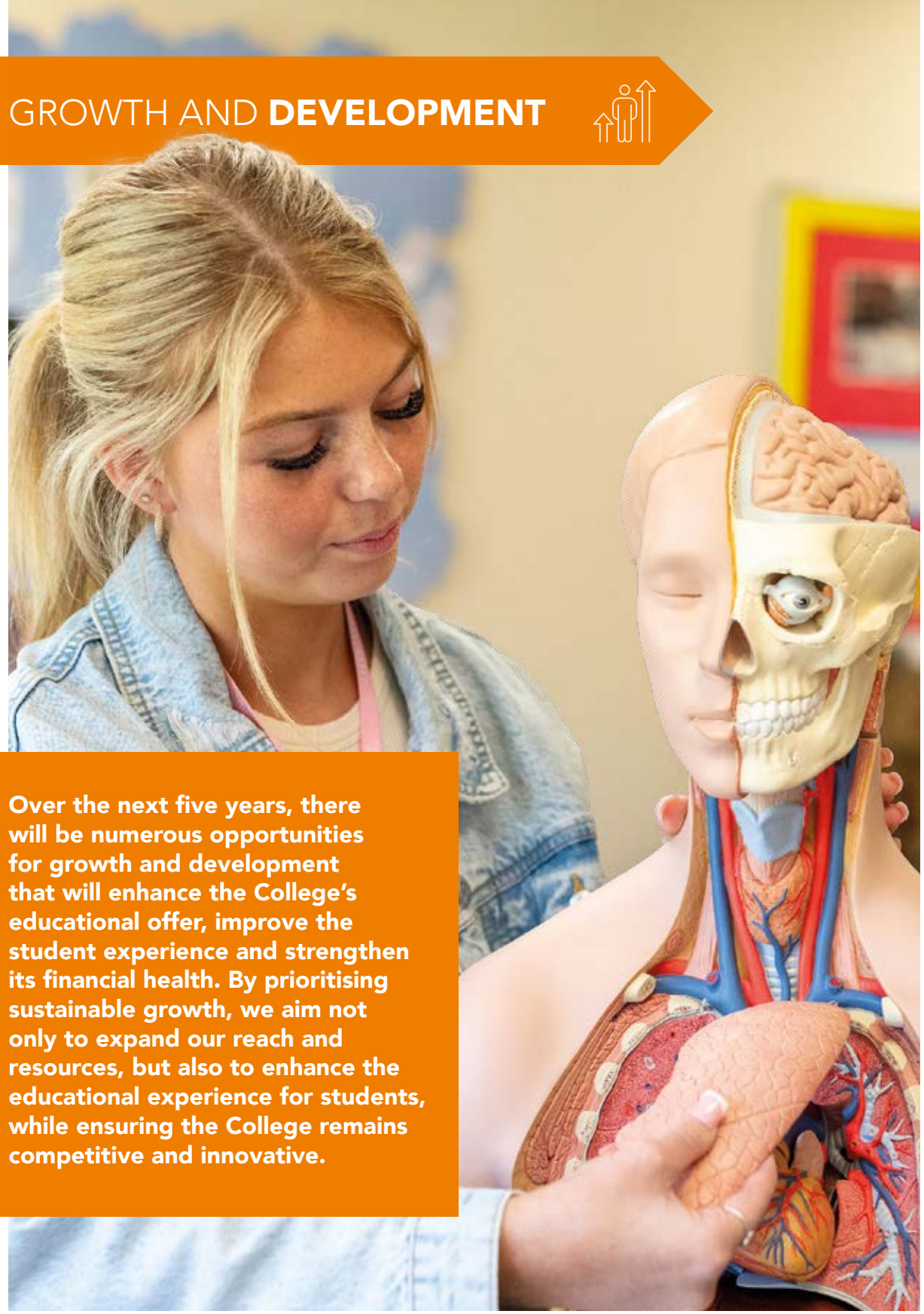
WE WILL

- → Develop and implement a comprehensive Workforce Development Plan with a linked Recruitment Strategy.
- → Further develop our continued professional development and learning activity, aimed at enhancing knowledge, leadership, professional and digital skills, and industry relevance.
- → Implement leadership development and training programmes for staff across the College.
- → Re-develop our Professional Review framework for staff to support meaningful continued professional development and learning, alongside opportunities for progression within the organisation.
- → Further develop a comprehensive programme of activity, supporting the ongoing wellbeing of staff.
- → Review and develop, where appropriate, new teaching and Professional Services staff pay scales.
- → Review and re-develop our approach to cross-college communication.

INTENDED OUTCOMES

- → The College will continue to develop a diverse workforce capable of meeting current and future student and operational needs.
- → The development of leadership training will lead to an improvement in all-round quality and positive individual career opportunities.
- → Staff will be provided with the time, necessary tools and knowledge to stay up to date with industry trends and best practices, ensuring they remain at the forefront of their respective fields.
- → We will achieve high levels of staff satisfaction, which will contribute to an even higher quality of delivery and make the College even more successful.
- → There will be improved, open and transparent dialogue between all members of the college community.

GROWTH AND **DEVELOPMENT**



Over the next five years, there will be numerous opportunities for growth and development that will enhance the College's educational offer, improve the student experience and strengthen its financial health. By prioritising sustainable growth, we aim not only to expand our reach and resources, but also to enhance the educational experience for students, while ensuring the College remains competitive and innovative.

With an expected increase in the 16 to 19-year-old population locally and nationally, the College needs to strategically increase its market share of students from all geographical areas. In particular, from our New Forest schools without Sixth Forms, plus locations further afield where college based A Level provision is not widely available. This requires effective recruitment, admissions and marketing developments, where students are front and centre of our approach.

To align with ongoing curriculum reform and local and regional skills needs, the College plans to develop and expand its curriculum offer at all levels of study, launching new courses and programmes that meet the current and future demands of the local, regional and national labour markets. Our focus will be on creating pathways that provide students with effective routes to employment, more Further Education, Higher Education, or apprenticeships. Through this we aim to enhance our capacity to serve a growing number of students, while maintaining the high quality, relevance and accessibility of our programmes.

Enhancing the college estate and digital infrastructure is also fundamental to supporting curriculum developments and providing a quality student experience. This includes developing and enhancing our digital and technological capabilities to offer a more dynamic and engaging learning environment that meets the needs of students and staff. It also includes implementing our Property and Estates Strategy as a means to ensure we have the buildings and facilities needed for a quality student experience.

Strengthening our partnerships with local businesses, employers and civic partners will also further enhance student learning by yielding opportunities such as internships and work placements, which are essential for wider practical learning and career readiness. Through the achievement of this strategic objective, we aim to position Brockenhurst College for long-term stability and success.

WE WILL

- → Develop and implement a recruitment plan that will strategically grow our 16 to 19-year-old student numbers.
- → Connect effectively with students, parents/carers and schools through new, innovative and targeted curriculum and marketing activity.
- → Strategically develop the Vocational curriculum in line with curriculum reform and local and regional skills need, as well as the needs of students.
- → Develop and implement an HE and Adult Learning Strategy to develop and grow our educational offer in these areas.
- → Invest in IT and digital infrastructure and training to respond to ever-increasing technological demands.
- → Implement the College's Property Strategy in a strategic and sustainable way, prioritising the curriculum and the student experience.
- → Develop and increase the range of external partners the College works with to strengthen our links with local, regional and national employers.
- → Plan, develop and deliver industry-led employer boards in all curriculum areas to support the planning and resourcing of our 16 to 19-year-old, HE and adult curriculum.

INTENDED OUTCOMES

- → We will meet market share expectations for 16 to 19-year-old learner numbers, increasing our overall student cohort.
- → Applicants will have developed deeper connections with the College and will understand more about us during the application process – ultimately, more will choose us as their preferred post-16 institution.
- → The College's academic, vocational, adult and HE curriculum will diversify and be aligned with local and regional skills needs, contributing to meeting skills demands in our region.
- → Through digital developments, the student learning experience will be enhanced. There will be improved accessibility and operational efficiency, and students and staff will develop greater digital literacies.
- → By developing a campus feel, the college estate will be fit for curriculum needs, and as such it will enhance the overall student experience.
- → All students will be exposed to work-related opportunities that support their progression to university, an apprenticeship and/or employment.
- → We will have increased the number of work placements, ensuring that all those who require or would like a work placement are placed appropriately.
- → All subject curricula across the College will be better aligned to skills needs.

STRONG **FINANCIAL HEALTH**



Sound financial management is essential to supporting the College's purpose and vision. We aim to maintain a robust financial position that allows us to invest in educational excellence and enhance the student and staff experience, while navigating economic challenges effectively. This will support the provision of a high quality all-round education for all students, together with the stability and long-term future of the College.

Moving forward, further investment in teaching and learning, staff development, the student experience, IT, and the college estate, will require new and innovative approaches to financial planning. Strategic investment through effective budgeting and capital funding for infrastructure and technology to improve efficiency, along with exploring new educational programmes to generate revenue, will also be essential.

Government funding in its various forms will remain our main source of income. However, diversifying our income streams will also be essential to support the strengthening of our financial position. This will be achieved in part by working with our international partners, receiving tuition funding for HE and adult learning programmes, and forging strong partnerships with employers and wider industry.

Our commitment to maintaining strong financial health is fundamental to our ability to provide an exceptional student experience, invest in our staff and estate, and remain a leader in education in our geographical area. This will ensure the sustainability and resilience of the College in an ever-changing political and educational landscape, and it will enable us to navigate challenges and seize opportunities as they arise.

WE WILL

- → Ensure that longer-term financial planning aligns with our strategic goals.
- → Actively pursue capital funding and other financial opportunities as they arise to support the development of the curriculum and the estate.
- → Explore opportunities to widen and develop the curriculum that will generate a strong financial contribution.
- → Invest strategically in teaching and learning, technology and other infrastructure.
- → Strategically target areas of sustainable growth in existing college operations to improve financial stability and resilience.
- → Target existing provision that delivers a strong financial contribution and meet the need for expansion.

INTENDED OUTCOMES

- → The College's budget will be aligned to and will support strategic goals, so that funds are available to implement strategic initiatives.
- → We will enhance the overall student experience through investment in teaching and learning, technology and the college estate.
- → We will drive efficiencies and reduce our costs.
- → We will maintain the confidence of our key funding agencies and maintain a strong financial health rating.

THE **ENVIRONMENT** AND **SUSTAINABILITY**

At Brock we recognise the pressing need to address environmental challenges and commit to being leaders in promoting sustainability within our college community and beyond. While we already incorporate sustainable practices through the implementation of energy-efficient technologies within the college estate, we now aim to further reduce our carbon footprint and move towards a position of net-zero.



We will seek to inspire a community of environmentally conscious students and staff, and we will embed positive values associated with environmental and climate-related stewardship into all college operations and cultures.

Over the next five years we will develop and implement a plan to achieve net-zero in line with national expectations. The plan will outline targets and actions to reduce our environmental impact and promote more sustainable practices.

This plan will also demonstrate how we will develop a more sustainable estate and how we will incorporate climate and sustainability-related issues into the curriculum. This will ensure students develop a greater understanding of environmental issues, the skills needed to address these, and their responsibilities.

By incorporating sustainability into the core and wider curriculum, we will enable students to become front-runners in the development of environmental issues and sustainability in their future careers and in the communities in which they live.

We will also collaborate with local and regional schools and universities, alongside businesses and civic partners, such as New Forest National Park Authority, to promote sustainability initiatives that benefit both the College and the broader community.

By proactively addressing sustainability and environmental priorities, we aim to create a college that not only respects the environment, but also prepares students and staff to be conscientious global citizens in a way that extends beyond our college into the wider community.

WE WILL

- → Develop and implement a net-zero plan that will lead to a decrease of our carbon footprint.
- → Appoint staff and student Environmental Champions to support the development of sustainable practices across the College.
- → Ensure that new build and refurbishment works across the College take account of climate-related principles and seek to reduce our carbon footprint.
- → Develop a set of principles that will support how we use our resources sustainably.
- → Embed climate education into our core and wider learning programmes for students at all levels of study.
- → Actively engage with a broad range of local and regional partners to help develop and support sustainability initiatives across the College and in the local community.

INTENDED OUTCOMES

- → The College will have a clear set of actions and a timeline that will state how we can meet net-zero targets.
- → The responsibility for caring for the environment and sustainable practice will be shared by students and staff across the College, who will help us achieve our future goal of net-zero.
- → We will reduce our environmental impact by developing more environmentally friendly ways of working – this will also contribute to the wellbeing of staff and students.
- → Students will develop a greater sense of environmental responsibility and an understanding of how they can play a role in creating a more sustainable future through a better understanding of environmental issues acquired through technology, policy and community engagement.

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