G

REGIONAL BOARD REPORT

Subject: Strategic Ambition Review	**Purpose:** **For Approval** ☐ **For Discussion** ☒ **For Information** ☐
Prepared by: Executive Team	**Date:** 27 October 2022

Purpose: To update the Regional Board on performance measures within the College's Strategic Ambition 2020-2025

Linked to Strategic Ambition: Take a leading role in enabling an inclusive, resilient and sustainable Scotland

Performance Measures: Influential & collaborative Partner

Linked to Strategic Risk Register: 1c - Learners Needs

New Risk Commentary:

Executive Summary:

In 2020, the College published its Strategic Ambition 2020-2025, identifying the following three strategic objectives: -

- We will create high quality learning and training opportunities which are relevant, enabling and flexible;
- We will proactively engage with our community and stakeholders to ensure our practice reflects their needs; and
- We will take a leading role in enabling an inclusive, resilient and sustainable Scotland.

The attached paper details progress in meeting the agreed performance measures in meeting those objectives.

Recommendation: Paper is for discussion.

Previous Committee Approvals: n/a

For publication ☒	**For publication with redactions** ☐	**Not for publication** ☐

REGIONAL BOARD

Strategic Ambition 2020-2025

1.0 INTRODUCTION

1.1 In 2020, the College published its Strategic Ambition 2020-2025, identifying the following three strategic objectives: -

- We will create high quality learning and training opportunities which are relevant, enabling and flexible;
- We will proactively engage with our community and stakeholders to ensure our practice reflects their needs; and
- We will take a leading role in enabling an inclusive, resilient and sustainable Scotland.

1.2 This paper details progress in meeting the agreed performance measures in meeting those objectives.

2.0 PERFORMANCE MEASURES AND PROGRESS

2.1 To measure achievement of Strategic Objectives, the College agreed a number of Performance Measures, illustrated in the following **Chart 1:**

Chart 1: Strategic Ambition – Performance Measures

2.2 To ensure we take actions that enable us to demonstrate progress against these measures, the College agrees each year a Strategic Priorities Action Plan. Progress against the 2021-22 Plan is currently be finalised as is the 2022-23 Plan. Both will be reported to the Regional Board in December.

2.3 In terms of specific actions and activities, we can also demonstrate significant progress as detailed below in **Table 1:**

Measure	Progress
We will be recognised as national leaders in sustainable practice	Climate 2030 Green Gown Award nomination for our Sustainability Strategy Introduction of Global Citizenship for staff and students Working with Scottish Borders Council in the development of Retrofit/Repair & Maintenance (attached to the Shared Prosperity Fund) Delivery of Carbon Management Programmes Delivery of training for ground source and air source heating systems Our Scottish Borders Campus heat network remains an example of innovative technology, recognised nationally Public Bodies Annual Carbon Reporting demonstrates year-on-year CO_2e reductions Ministerial visits to Hawick Campus raise profile of College
An agile and creative staff body that can respond to the needs of our business and national priorities	We have undertaken a complete digital transformation across our campuses and staff continue to engage in the implementation of these to ensure our curriculum is fit or purpose and meets the needs of our region Introduction of Canvas allows increased capability in digital delivery Creation of Immersive Classroom will increase opportunities to utilise technology to enhance learning
Alumni who are skilled, resilient, enterprising and prepared for global citizenship	We have launched our Global Citizenship campaign. Sustainability is embedded in our curriculum and business functions, influencing thinking in both staff and students as they move on from the College.
We will continue to be an influential and collaborative partner, both regionally and nationally	We exert regional influence through membership of Convention of South of Scotland, Community Planning Partnership, Regional Economic Partnership, Borderlands Partnership and Edinburgh and South East Scotland City Region Deal. We exert national influence through membership of Colleges Scotland Committees and Working Groups, covering curriculum and student support, sustainability and finance, commercial development.

	Through our work with regional employers we have exceeded our MA targets for 2021-22 and 2022-23. We continue to work directly with schools to grow collaborative provision.
An engaged and empowered staff and student body who influence our decision-making and lead improvement	We have commenced our Inclusive Leadership Training for all staff who have a supervisory role within the college, this will promote a culture of mutual understanding & respect and where we strive to meet the needs of all our stakeholders. We are working with our Students Association to increase and enhance support to ensure they can add value to the student experience.
Student outcomes are in the top quartile of colleges nationally	Achieved 2020-21. While our own outcomes have dipped in 2021-22, we understand this is a sector-wide issue. We await publication of national outcomes.
Student, staff and employer satisfaction are in the top quartile nationally	We demonstrate achievement of this annually. Great Place to Work 2022 Launch of MyLifestyle staff benefits
We will continue to be recognised nationally as a progressive organisation	Winners of Digital Transformation of the Year Award Winners of Scottish Borders Business Excellence Awards for Net Zero Company of the Year Officially ranked among the UK's Best Workplaces for Wellbeing (2022) by Great Place to Work We have been shortlisted for the following Awards **Herald Top Employer Awards for** Medium Employer of the Year Best Flexible Working Best Use of Digital Technology Scottish Top Employer of the Year Judges Award **College Development Network (CDN) Awards** College Colleague of the Year Award Sustainability Action and Sustainability Academy **Green Gown Awards** Climate Action 2030

	Hosting of events such as the successful Scottish Borders Menopause Café on 18 October 2022 and the upcoming Bridge to Business Enterprise Roadshow on 09 November.
Our delivery models are personalised, focusing on individual and business need	Our DEBI and Curriculum teams continue to work with employers in the development of bespoke courses that meet their needs, e.g.: - Retrofit Healthcare Local Food Production Gamekeeping

3.0 CONCLUSION

3.1 As indicated above, Borders College continues to make a significant progress towards our Strategic Ambition. Regional Board members are invited to discuss the contents of the paper.

P D SMITH

Principal & CEO

19 October 2022