

Our action plan for
student success,
prosperity, and wellbeing
Fife College 2024-29



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The information published in this guide was correct at the time of print.
For the most up-to-date information, you should always check our website.

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Welcome to the 2024-29 Action Plan

In 2024, Fife College takes an ambitious step forward.

Over the past months we have been working with hundreds of our colleagues, students, employers and partners. They have helped us identify the key steps we need to take to make this the best College it can be, for our whole community.

Fife is one of the largest colleges in the country, providing transformative education for thousands of students and in-work learners across our region and nationwide. We have a unique and evolving campus network, unrivalled school, university and business partnerships, outstanding educators and student experience specialists.

We have the tools we need, despite obstacles we will sometimes find in our way, to realise our mission: to be an accelerator for jobs, economic wealth building, and to maximise all the talent and potential in our community.

The plan we begin in 2024 sets us on a path: to be the best performing college of our size in the country by 2029.

It's an exciting and challenging vision, but one we can achieve by working together and with the support of our whole community.

This leaflet sets out some of the Ambitions that will help us achieve that mission, the building blocks to realising them, and more on what achievement will look like. I hope you find this a useful read. I'm so proud to be working with you, and excited for what lies ahead.

Jim Metcalfe
Principal

How this leaflet works

Within this plan, you will find some more information about each of our five big Ambitions for 2024-29.

An Ambition is a major theme for improvement. It's a key area that the whole College will be involved in, over a long period, to influence positive change.

An Ambition is made up of a series of Objectives – these are the tasks we need to complete that, taken together, help us to accomplish the Ambition. Because this is a five-year action plan, we won't do everything at once. There will be lots of steps over the period that get us to where we want to go. In this leaflet we have set out some of the objectives that we will focus on in the coming year as we start this journey together.

An important question is also: how do you know you've done what you set out to do? We can measure lots of our improvement and success through surveys, data we collect, financial information and more. And so, some of the ways we will measure success are also explained here, too.

We hope this short introduction is useful and accessible.

Who we are

There are six important Team Values, that underpin how we as a Team will need to work together over these years to deliver our plan and achieve our ambitions as a College.

These Values are about how we work together, how we treat each other both in difficult times and when we're celebrating success. They help inform how we approach our development activity, our team meetings and communications, our one to one interactions, and the way we want the community outside the College to see and experience us.

- 1 Trust in each other, and a shared passion for improving our College
- 2 A dedicated focus on our students and customers
- 3 Respect, dignity, and inclusion for the whole College community
- 4 Ambition, creativity, and an entrepreneurial approach
- 5 Flexibility, adaptability, and a teamworking attitude
- 6 A commitment to continuous learning and enhancement

How you can get involved in the Action Plan

This vision, its ambitions and objectives and the many steps along the way will only be achievable if our whole Team gets involved.

Every working day, every semester, every year.

If you have any questions or would like to feedback on what you've read here, about the Plan, please email communications@fife.ac.uk and your questions and suggestions will be shared with the College Leadership Team.

Our action plan for student success, prosperity, and wellbeing

Fife College 2024-29

1

We put our students first, every time

Our Ambition is:

Our students and customers are central to everything we do as a College, and the quality of their experience and outcome is our priority. We will introduce a Fife Student Charter - our quality commitment to all our students and customers, ensuring an excellent and personalised learning experience. We will engage student and customer feedback to build the Charter by 2025, and to report back regularly on its impact through to 2029.

Objectives:

- We will work with our students, staff and customers to gain insight into expectations shared responsibilities to support the development of a Student Charter.
- We will finalise and introduce the Student Charter, clearly setting out its intentions and plans to evaluate its impact.
- We will introduce a communications strategy to explain the purpose and benefits of our Student Charter, including regular "you said, we did" feedback and the development of cross College Charter Champions.

What we could measure to show success:

- Student satisfaction feedback
- Student retention
- Student success
- Employer feedback
- FSCA feedback and reduction in student and customer complaints

2

We invest in the team – people make our College

Our Ambition is:

We value our team of passionate and talented colleagues, and we believe investing in their capacity and confidence is critical to improving our College. We will work to transform our teaching and learning offer, and the quality of the student and customer experience, through introducing a focused colleague development plan, improving student and customer outcomes across the College.

Objectives:

- We will introduce colleague development priorities, providing a structured professional development provision for all with a clear vision for staff growth and development connected to our five priority ambitions.
- We will work with our Staff Association to expand its range of activities and services.
- We will redesign a more agile and effective PDR process with a focus on empowering colleagues, clearer accountability and responsive management, and with a focus on continuous improvement.
- We will develop an Investors In People (IIP) framework to enable effective monitoring and impact assessment against our ambition.

What we could measure to show success:

- Completion of PDR objectives
- Completion of CPD activities aligned to development priorities
- Colleague engagement and satisfaction feedback
- Student feedback on student experience and learning and teaching quality

3

We create learning for work and opportunity

Our Ambition is:

We will deliver outstanding technical and professional education, closely matched to demand and economic need. We will expand our range of business-focussed courses and services, and we will continue to modernise our technical education provision. As well as meeting community need, we will ensure sustained income growth from our business-focussed offer. We will continually assess our progress and improvement through formal external reviews in 2026 and 2029, as well as independent audits of our programmes.

Objectives:

- We will undertake a comprehensive review of our curriculum planning activities and processes, integrating our commercial and community offer, aligned to demand and income growth.
- We will ensure our planning is aligned to effective transition from school and onto further study, which will support positive outcomes and destinations.
- We will introduce a clearer focus on work-based learning and experience for our students, encouraging our staff to strengthen industry links whilst building on their own skills and experience, which will enhance our learning and teaching.

What we could measure to show success:

- Recruitment success and course utilisation
- Progression and student success
- Non-core and commercial income growth
- Commercial partnerships and apprenticeships growth

4

We take responsibility for wealth building in our communities

Our Ambition is:

We will directly and measurably contribute to sustainable economic growth, and be recognised as a partner of choice by businesses and key community stakeholders. We will align our work to regional economic planning and regularly report on the impact we are having in creating sustainable economic growth, benchmarking against the Fife Economic Strategy 2023-30.

Objectives:

- We will engage with our community with the intention of introducing a renewed programme of evening and weekend courses and events, that reopen the College to community, adult, leisure and retraining students.
- We will strengthen the College's contribution across the community by supporting key community developments and being an accessible space and service to our local community. We will use our assets more effectively, including our colleague volunteering capacity, to support community needs and opportunities
- We will develop deeper partnerships with business and industry, being a long-term provider for skills and development, becoming a trainer and skills partner of choice.
- We will develop a clearer partnership agreement with Fife Council, regularly monitoring the delivery and impact against the agreement and strategic aims.

What we could measure to show success:

- Community programme enrolment success
- Satisfaction feedback from Fife's voluntary sector
- Non-core income growth
- Commercial partnerships growth
- Satisfaction feedback from Fife Chamber partners
- Independent audit of collect impact against Fife's Economic Strategy

5

Achieve NET ZERO is our fight, together

Our Ambition is:

Fife College will be a leader in tackling the climate emergency, embedding sustainability and social responsibility for climate change into everything we do, how we work and what we deliver. We will equip our students and staff with the skills and knowledge to drive action and progress a low carbon future for the economy, to shape a more sustainable future for all.

Objectives:

- We will embed carbon literacy training across all areas of the College, providing skills and resources to all, and being the first Scottish education institution to attain Gold Carbon Literacy Educator standard through the Carbon Literacy Project.
- We will embed sustainable skills across the curriculum offering, ensuring all students have an understanding and awareness of the climate change agenda through their programmes of study.
- We will seek out and promote sustainable volunteering activities for our colleagues and students to participate in across the community of Fife.
- We will develop and implement a resource reduction plan for the College, reducing consumption of goods and where possible ensuring more local supply chains are used for purchasing.
- We will develop and implement sustainable travel plans for each campus, to reduce single occupancy car journeys to 75% by 2031.

What we could measure to show success:

- Carbon Literacy staff and student certification numbers
- Increase in sustainability volunteering activity
- Reductions in carbon emissions from campus activity
- Feedback on increased use of sustainable transport by colleagues and students