

NEW SKILLS NEW CAREERS

**OUR STRATEGIC VISION FOR
HARROW, RICHMOND & UXBRIDGE COLLEGES**

2023 - 2030



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Harrow, Richmond and Uxbridge Colleges has a proud and distinguished history and I am really pleased we are able to set out our next step for our bold and exciting future.

The Government has rightly set out the important role colleges need to play in driving the skills system to meet the current and future needs of learners and employers. The Governing Body fully endorses this strategic plan, which places our work in delivering the very best skills and education opportunities for those that live and work across West and South London at its heart.

In presenting this strategic vision for 2030, we have made a number of important commitments, delivering outstanding quality and learner experience accelerating our contribution to priority skills and stepping up to play our part in carbon reduction and net zero. We are choosing not to simply respond to the challenges ahead or deliver to the recent 'Skills for Jobs' white paper; instead we will shape this as our core purpose and mission. The future economic opportunities are exciting, but will not be met on their own. The Governing Body will ensure it does its part to ensure our colleges stand tall in our local communities as the anchor for hope, opportunity and success. It is right that a group of colleges that share in our proud history now seizes its place in creating and delivering the opportunities needed to create careers for all.

NICHOLAS DAVIES
CHAIR OF CORPORATION, HRUC



I am delighted and honoured to be able to present our future vision and strategic priorities. Our strategic vision is for a group that shares its values across our family of colleges to deliver our part in creating futures and placing the economic success of local communities at the centre of everything we do.

Together we share a single unifying goal, one that excites and challenges us in equal measure. The need for world-class skills has never been greater and all of us here at Harrow, Richmond and Uxbridge Colleges stand ready play our part in delivering the infrastructure and services needed to ensure there is no doubt that we are amongst the best anywhere.

This is only possible because of the professionalism and commitment of our amazing people, with everyone playing their part to do the very best for the learners and employers which we work so tirelessly to support. It is testament to them that we can share a strategic vision that immerses our core purpose into the heart of creating futures and careers for all our learners. We have taken this opportunity to step up, to do more to support the career choices and job outcomes for our learners, deliver a renewed confidence to our local employers that Harrow, Richmond and Uxbridge Colleges stand ready to deliver the skills they need, and most importantly build and deliver new infrastructure to support our learners into jobs. Our intention is to be the sector leader in our ambitions, and it is the commitment and shared leadership of our outstanding staffing body that deliver on this. We are proud to stand for creating and delivering equality alongside continuing to deliver our passion for those learners with learning difficulties and disabilities that need us most. Our strategic vision will ensure we remain and continue to be the greatest college to work and learn.

KEITH SMITH
CEO, HRUC



OUR VISION

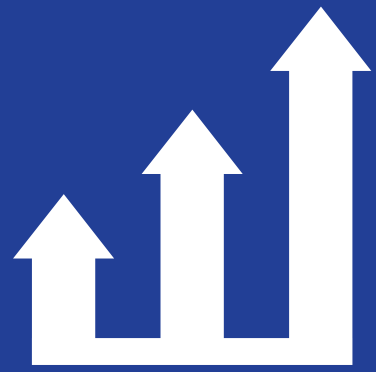
To be an outstanding College that inspires, transforms lives and creates futures.



OUR MISSION

To deliver an exceptional learning experience that creates opportunities and success for all.

We stand for diversity, inclusion and excellence through everything we do, and provide outcomes that drive personal growth, wellbeing and economic opportunity.



HIGH EXPECTATIONS

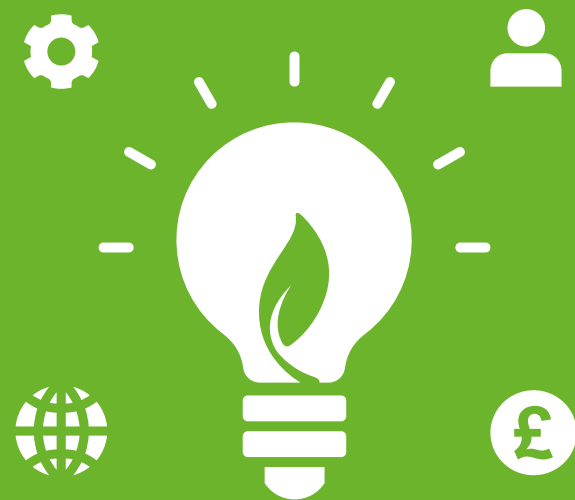
High expectations and respect in all that we do

COMMUNITY OF LEADERS

An effective community of leaders that promotes trust, integrity and empowerment



OUR CORE VALUES: OUR CORNERSTONES TO SUCCESS



INNOVATION & SUSTAINABILITY

Championing innovation and sustainability through our resources: people, planet and finances.

DIVERSITY

Celebrating our diversity, inclusion, belonging and success.



OUR STRATEGIC VISION

Harrow, Richmond and Uxbridge Colleges (HRUC) was formed in January 2023 to create one of the largest further education colleges in England.

Each college within the group has its own distinguished history and has served local communities and employers across west and south London with distinction. It is right therefore that our future vision is inspiring and ambitious to meet the needs of the local communities and employers to which we serve. We are proud to be one of London's best performing colleges, and we are committed to play our role to deliver the very best for its business's and local communities, making it the best city in the world to live, work and study.

This strategic plan sets out the priorities and aspects that we will focus on towards 2030. The leadership team and Governing Body wanted to set a longer-term horizon for this strategic vision to capture the returns on investment needed to ensure Harrow, Richmond and Uxbridge Colleges responds to the structural needs of the local economy and our contribution to addressing macro skills and labour market opportunities.

The needs of the local economy are changing with new investments in data and digital infrastructure. Building new infrastructure to support sectors like food and drink manufacturing, a growing 1-19 population and skills shortages in major employment sectors. The continuation of investment into green jobs will be a key element to the shape of the future workforce and serving the critical employment sectors around health and social care and service industries.



The need to support young people looking for their first career or older people looking to retrain for a new career has never been greater due to the tightness of the labour market and emphasis on government policy relating to domestic skills supply. Our mission, mission and purpose must ensure we deliver to meet these challenges and the community serve.

Our strategic vision is to be the college of choice. We will set a purpose to offer high quality programmes for young people, that delivers the occupational competence needed to thrive in that first job or career.

We will build new relationships with schools, not only being a great partner, but explore new opportunities to collaborate and expand the offer of school 6th forms into college. Innovative models to support the delivery of a '6th form plus offer' will ensure we collaborate and cooperate with the great work of our local schools, adding capacity for more young people to get a wider choice of routes and programmes that serve them.



We are proud to have developed our first model with Richmond Upon Thames School. The college that will support young people to transition from school to high quality academic and technical courses, leading them to high levels of study and work. Together we will work to deliver the best transition opportunities for all school leavers and work proudly together to deliver it.

To meet the many demands of employers will be the other half of our core purpose. Our vision is for a college that delivers occupational routes for anyone wanting to train or retrain. As part of this purpose we will not forget the critical work we do for learners with learning difficulties and disabilities and will continue to deliver with pride support for independent living. Our strategy will collaborate with the local community and economy. We will set up and deliver new structures to ensure local business is at the heart of everything we do, delivering confidence to them on the way we work in partnership to support the skills in their business and give confidence to learners that our programmes really do deliver the skills for jobs.

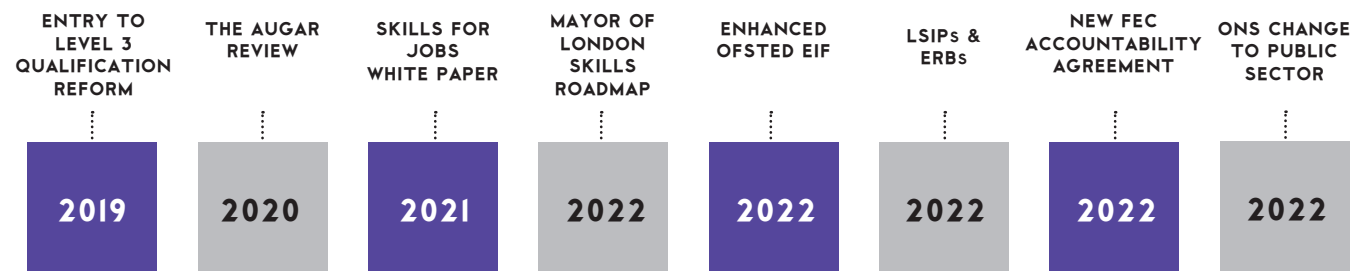
Underpinning this core vision will be a college, an employer that celebrates equality and diversity in its learners and staff. We will deliver a thriving place to work, that challenges everyone to be at their best. We will learn to be a UK leading 'learning factory' - a college that not just teaches the best, but embeds this into industrial practice and the continual professional development of our people. We will deliver a college that its people feel proud to work and proud to deliver the outcomes that changes lives.

OUR PLACE IN LONDON

Policy drivers

Employer skills needs and student employment data all direct colleges to provide greater volumes graduates at Level 3 and above, where labour force data notes student are significantly more likely to be employed.

HRUC are recognised as a passionate early adopter of policy driven project work and curriculum reform (e.g. T-Levels, HTQs and the WLIoT) - HRUC continues to expand our T-Level pilot pathways in readiness the 2024/25 (and onwards change). Our role is to deliver programmes that ready students for careers and higher-level progression, and this demands we also be sector leaders in our work with partners to ensure that qualification reform does not disadvantage future Level 3 students.



HRUC curriculum volumes are highest in London's employment volume sectors, but not all curriculum delivery volumes are increasing at the pace required.

HRUC delivers its highest proportion of curriculum in the sectors with the largest London job volumes: business & administration curriculum 12%, science 12%, health 9%, engineering 9%, creative 9%, ICT 8%, and construction 5%. HRUC's high-volume curriculum areas reflect the London Mayor's sector priorities.

However, Business and administration is 25%/1.4m roles in the London job market vs. 12% of the HRUC offer. Engineering and manufacturing roles are 18% of the jobs market, though 9% of our offer. Similarly, there should be a 2-3% increase in our delivery of our Health, and Science curriculums, and a review retail and food services opportunities which are 15% of the London job-market and 4% of our offer.



Demographic increases are projected across all of HRUC's main travel to learn boroughs.

Cumulative increases in 16-18 aged students of between 24% and 11%. When applied to the HRUC 16-18 new intake student count 2021/22, projects above current baseline increases of circa 1,100 additional learners entering the post 16 system from 2024/25 to 2026/27. Noting HRUC's priority focus on increasing both applicants and their conversion (e.g. the Student Journey pilot and considerable work with school headteachers).

Some HRUC delivery sectors require significantly more resource to deliver their offer including more teaching staff and rooming.

For example, the most efficient subjects with high volumes are Maths, Science and Languages (includes GCSEs) whereby every 100 student FTEs are resourced with 1 teacher and 1 classroom. In support of quality and a stable delivery model, these areas all have low agency teaching staff proportions.

London priority and HRUC growth requirements Business and Health delivery requires more resourcing – with every 100 student FTEs resourced at 2 teachers and 1 classroom. All of Art & Media, Retail, Construction and Engineering – with every 100 student FTEs resourced at 2 teachers and 2 classrooms (noting the latter compensate through a higher-income per FTE ratio). All have higher or very agency teaching staff proportions and/or staffing gaps – disruptive to quality and the student experience.



What does this mean for HRUC 2023-2030? HRUC must:

- Invest significant focus in our Level 2 offer into 2023/24, to ensure it supports the best progression to T-Levels, A-Levels and L3 Apprenticeships - requiring a progressive transition model transition over qualification attainment.
- Invest in iterative increases in our offer across Business, Health, Retail, Manufacturing (incl. food manufacturing), Construction and Engineering.
- Energise and expand our accommodation readiness programme, through an elevated estates strategy including delivery spaces for Business, Health, Retail, Manufacturing (incl. food manufacturing), Construction and Engineering. This will mean both repurposing poor yield spaces (e.g. Hayes & Uxbridge LRCs, the RC main build and STEM) and considering any additional footprint. It will also require the realising our Uxbridge Campuses regeneration, now not of the standard of other providers as is now initiated through the Project Uxbridge Ambition now underway and soon to engage with partners on design concepts.
- Invest in our digital ambitions, including Immersive technologies, in support of the student experience; tomorrow's teaching pedagogy; and accommodation & resourcing pressures.
- Re-launch and significantly enhance strategies to retain and reward current high performing staff, and to attract new talent. This will require proactive intervention and a more robust and better applied sector specific salary model for example, alongside a strengthened benefits of working at HRUC proposition.



OUR STRATEGIC OBJECTIVES TO 2030



ASPIRING & DELIVERING THE FIRST CAREER

Harrow, Richmond and Uxbridge Colleges have a long and proud history in delivering some of the best provision in London for young people. This has delivered high standards of academic attainment and progression for xx,xxxxx (since 2010). Our aim is to continue this strong tradition, by delivering inspiring industry led academic and technical programmes for all learners.

By 2030, we will ensure all our learners have choice and access to a pathway that is right for them. We will seek new collaborations with local schools to ensure young people feel informed and empowered in the choices they make. Our core purpose will ensure young people make choices with a purpose. Opening opportunities for them to progress into further learning or make that first step into the world of work and their first career.

Our offer to young people will be backed with a guarantee that every course will enable these choices to be made. We will expand the opportunities for more young people to earn and learn through and apprenticeship and we will embrace the technical routes open to carers through T-Levels.

We understand that the real power of learning is in its practice and application. HRUC will continue to drive the economic prospects of the local community and we will deliver a new service to local employers, one that enables them to showcase their job opportunities and we will make that offer to the young people that learn and study with HRUC.

We will be ambitious in providing opportunities for career relevant work placements and help develop new skills. Learning at HRUC will be more than just a study programme, it will be a stepping stone to their first job and we will make it our mission to ensure we support this for every learner. Local employers will see HRUC and its colleges as a strategic asset, helping them to find the young people they need in their business.

HRUC will stand for the inclusion, diversity and opportunity for all learners. We will deliver a rich and rewarding learning environment, which serves to expand knowledge, and focus on making learners their best selves. We will focus on the whole learner, putting soft skills, mental health and wellbeing at the core of their learning experience.

We will stand for diversity and be proud that every person who comes to HRUC will be part of our community of leaders. This will give our learners a competitive edge in their progression into higher learning or work – their choice of a future will be our core purpose.



OUR VISION

Deliver a dual academic and technical programme for all our learners, embedding this towards the gold standard of A-Levels and occupational standards through Apprenticeships and T-Levels, while ensuring all students have an ambitious pathway for progression that is right for them.

Enable all learners to participate in [branded enrichment] to develop wider social and employability skills and support their progression into higher learning where they choose to.

Provide opportunities for all and ensure progression pathways exist for our learners.

Work with local employers to deliver a new industry leading careers/job entry support scheme for our learners.

OUR IMPACT

We will strive to be the college of choice for our learners, delivering xxx T-Level pathways and deliver pathways into higher technical qualifications.

Provide work placements for xx% of our students to benefit from industry knowledge and prepare learners for work and careers

We will ensure at least 90% of our learners progress or enter into work.

We provide active support to assist employers to advertise work opportunities and link to learners looking for work. We will operate a specific programme across HRUC to support graduates to enter the teaching profession.

Our mission is to create opportunities for all will embrace our work with foundation and independent living. We are passionate about our work with learners with learning difficulties and disabilities and we will commit to deliver the support for each and every learner to help them be their best.





ECONOMIC GROWTH & PROSPERITY

Our new core purpose will create futures and our focus and passion will be to do this by delivering routes to all our learners. DN: ad something here about the economic context of west and south London. That's why our passion will be to ensure we are the college of choice for the local community and businesses, delivering skills to increasing local and regional economic prosperity.

Engaging closely with and through with our employer advisory boards, local business groups, including West London Alliance, West London Business and the South London Partnership, and our strong partnerships with local Chambers of Commerce will ensure our curriculum is ambitious, relevant to the skills needs and provides a breadth of progression routes. Everything that HRUC has to offer will be in support of the community and local economy we serve and we are excited to deliver a new commitment of an apprenticeship for every person that wants one. Our vision is to be college that works for local business and delivers local services that brings people and jobs together.

The West London Institute of Technology (IoT) will be the driver of local and regional Technical Innovation Zones that will expand the opportunities for local businesses to engage with the services of the IoT and for the adults in our communities to advance their careers by upskilling or reskilling through a modularised learning approach. Our routes will be open to all, and we will commit to filling the skills gaps that exists with new higher technical programmes, supporting people to access the Lifelong Loan Entitlement when it is introduced.

Our ambitious 2030 Apprenticeship Growth strategy will align with our strategic plan, increasing the prospects for all to access high quality knowledge and skill development within their workplace, be it new or existing. With a focus on the priority sectors, the expansion of Higher and Degree level apprenticeships ensures HRUC Apprenticeships and Skills delivers the skills needs for the region. Delivering high quality in work opportunities is important and we want to embrace this ethos in more of what the college does. We will invest in developing 'learning factories' that bring industry practice into the heart of the learning experience. We will seek to partner with employers and use the learning factory to support employers in their research and innovation, making HRUC core to the economic infrastructure of west and south London.

We know, that delivering the skills London needs is critical. But London is a world leading city, one that thrives on the diversity and inclusive of visitors and investors from around the world. HRUC stands as part of London's core infrastructure – we are as vital as the road, rail and tube networks - HRUC supports the transport of skills, through upskilling and investing in our nations human capital. We will exploit the export potential of what we do and support international markets and attract some of the best international talent. The expansion of our existing, highly successful international market focusing on the priority of higher technical skills creates exciting opportunities for our international students to benefit from the excellent resources available within the IoT and wider College group.

OUR VISION

Our curriculum will deliver the skills and economic priorities for West and South London.

To support our local community and employers, we will deliver a commitment of an apprenticeship opportunity for everyone that wants one.

The West London Institute of Technology will deliver new technical innovation zones to deliver West London's economic priorities.

Our skills offer aspires to be the best, both domestically and internationally. We will continue to expand our offer of higher technical routes to our international students and invest to expand the export potential for UK skills internationally.

Develop and deliver a prototype 'learning factory' that delivers a learning environment built around current and emerging industry practice and technologies.

OUR IMPACT

Establish new curriculum advisory boards to ensure we deliver

Deliver a series of employer led higher technical routes in the sectors of Engineering, Digital and Construction and the Built Environment to meet London's current and future skills priorities

We will stand strong for higher technical skills development and be recognised as delivering an outstanding apprenticeship programme

Increase the number of people being able to study through the institute by xx% ensuring it serves West London's skills needs.

Offer an outstanding stakeholder management experience and higher technical programmes for all our domestic and international customers and learners.

Be the college of choice for local, regional and national employers, providing opportunities for learners to experience real life industry practice.





OUTSTANDING LEARNER EXPERIENCE

HRUC will deliver tomorrow's workforce skills, through enriched learning experiences and outstanding achievement for ALL that study with us. Our community of learners will make significant progress on programmes that are recognised by employers and they will do this knowing their choice will advance them on the learning and jobs ladder.

An outstanding learning experience is a pre-requisite for us to be the college of choice. This requires us not only be an outstanding college for teaching and learning as recognised by Ofsted, but be outstanding in the environment we set, the facilities we provide, the engagement of our people with learners and employers. Learning at HRUC will deliver an immersive learning and enrichment experience to stimulate the acquisition and application of knowledge and skills.

Learning in the future will change, we must adapt to nurture the needs of how people want to learn and learn most effectively. We will provide enrichment and champion mental health and wellbeing, but we must ensure that the learning environment is equally engaging. By 2030, we will embed virtual and augmented reality learning into the learning experience.

Central to this learning philosophy will be the connection between learner and teacher – we know that great teachers inspire and change lives.

We will build immersive learning around this core belief, giving learners access to other learners through virtual environments, enhancing the learner experience and connecting to activities not possible in the natural world.

DN: can we add anything here about industry standard teaching, materials experiences? And perhaps capture how we will promote people to be ready for HE and progression?

We want every learner at HRUC to feel special, we will cherish the talents and abilities of every one that chooses us for their future. We understand that learners give us a great responsibility, by learning at HRUC they rightly expect us to give them the best of us. That is why the family of HRUC will care and deliver for every learner - changing lives and creating futures.



OUR VISION

To be recognised by employers, learners and system regulators as an outstanding and ambitious college group, acting as a beacon to share practice across London.

Enhance the learning experience through new technologies, delivering 10% of our teaching through virtual and augmented reality, and shared teacher immersive delivery models.

Provide a nurturing and supportive learning environment, that ensures all learners can progress personal growth and achieve their full potential

Deliver a modern and thriving learning environment for all learners, delivering state of the art learning facilities and social spaces.

OUR IMPACT

To be regarded as outstanding by our learners and employers and achieves outstanding across all areas of Ofsted inspection.

Increase the satisfaction of learners in their learning experience, with opportunities for experimentation and encourage learners to develop knowledge in using artificial intelligence and augmented reality.

Our learners say they are happy and fulfilled with their college experience.

We deliver high levels of retention and attendance of all our learners

Our skills offer aspires to be the best, both domestically and internationally. We will continue to expand our offer of higher technical routes to our international students and invest to expand the export potential for UK skills internationally.





OUR PEOPLE

Our people are vital to the delivery of high-quality education and outstanding student experience with that in mind HRUC is committed to creating a diverse workforce with world class skills and capabilities which are flexible and makes the best use of excellent talent. We will have a community of exceptional leaders who champion our culture, live our values and facilitate high performance and innovation.

HRUC is committed to creating an environment that proactively promotes and supports mental health and wellbeing to ensure that our people enjoy and value their time at work. We aspire to be the best in all we do and will enable our people to reach their full potential by providing career opportunities and professional and industry updating. We understand the value of those that choose to teach in further education. We pay tribute to everyone in the teaching profession and will stand to champion the work and investment made by our teaching family.

All the staff here at HRUC, work to deliver for our learners – whether they are the reception staff greet our learners, partners and customers, of the site staff that that make our learners feel safe, or our learning and other support staff that deliver all of the critical support services to support our learners and each other. As special college is created by is special and talented people. Our mission and values will rightly be people centred and we will strive to give them the recognition they deserve, through ongoing personal and professional development. We will set a new financial strategy, that that acts as a cooperative, between all of the people that work and learn at HRUC.

We will exist to ensure funding we receive is invested back into our learners and people and we will set a new standard in working to become a London living wage employer.

Our collective endeavour will be the college of choice to work and learn.



OUR VISION

We will be the college of choice to work and learn, committing to be a London living wage employer.

Supporting our family of people with their wellbeing and mental health, enabling us to be a flexible, inclusive and high performing.

Our people will have a programme of professional and occupational updating, to be digitally enabled and industry current.

We will achieve 'Great Place to Work' recognition for our commitment to the support and development of our people, standing for quality and diversity.

Empower our community of leaders to innovate and develop solutions that support our mission and the outcomes for learners and employers.

OUR IMPACT

Our policies are valued by our team and pay for every member of our team delivers at or above the London Living wage

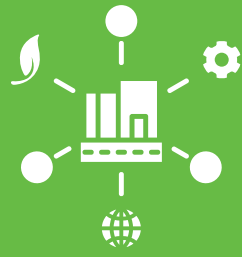
Our people tell us they feel supported and get access to the support they need

Our people and teaching staff tell us they have the skills needed to teach and reflect latest industry practice and professions they are expert in.

Be recognised externally for our support and commitment to all.

Deliver internal policies, procedures and systems that employers our teams





SUSTAINABILITY & DELIVERING FOR OUR PLANET

At the heart of our teaching and learning philosophy will be a commitment to deliver our contribution towards a sustainable future for our environment. We will work collaboratively with industry and other organisations to deliver practical solutions that boost efficiency and reduce the impact on the local and national environment. As a college we feel it is vital to have this as one of our core values and make sure it shapes the learning experiences of our learners and the actions we take as a business ourselves.

Across everything we do, we will be teaching and shaping the next generation of leaders, engineers and managers to understand their role in the new global green economy and develop their skills and knowledge to lead change and make for a better future.

In order to make HRUC more sustainable, we have been looking to understand our current position of the College's emissions and what actions might be taken to reduce these. As a starting point the College is looking to implement a programme of works with the aim of hitting Net Carbon Zero by 2030.

The current focus is the need for fabric first improvement making energy efficiency improvements where possible on the College estate such as investing heavily into energy saving technologies including LED lighting, new boilers, heating and cooling controls and energy efficient equipment. In addition, we are introducing further support and guidance to support local suppliers through sustainable procurement of goods and materials thereby reducing our carbon footprint. We too are supplying a charging infrastructure which we want to play an active role in reducing emissions within our area and benefit the local community.

Our strategic vision sets demanding targets for business growth and success and the financial strategy seeks to support that growth ambition. It aims to facilitate growth and provide a framework for delivery through recurrent funding and investment in infrastructure and innovation where required. This investment will benefit our learners and staff that together make HRUC a great place to learn and work. The aim of our finance strategy is simple – we will focus on delivering long term financial sustainability of the College through growth in turnover, which in turn ensures that surpluses and cash resources are generated to enable the College to invest in our people, infrastructure and provide an exceptional learner experience.



OUR VISION

We will embed sustainability into our enrichment and study programmes ensuring our learners are able to contribute to delivering a healthy planet.

The college group will reduce its carbon footprint and deliver 'net zero' by 2030.

Our college campuses will support the wider community in the transition to green transport, supporting the local infrastructure of electric charging points.

We will work with our suppliers to reduce our collective carbon footprint through the products and services delivered to us.

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OUR IMPACT

All learners will have the opportunity to understand their impact on the environment and promote access to green jobs of the future

We will reduce and offset 100% of our carbon emissions and provide opportunities for learners to support us on this vision

Deliver colleges that are a community asset and ensure local people can benefit from green transport

Smart purchasing and procurement will ensure all our suppliers and partners are also committed to net zero and where possible, promote the use of green apprenticeships within their own business.

All future operating surplus made by the college will be invested back directly into our people and student experience



PUTTING THE SPECIAL INTO HARROW, RICHMOND AND UXBRIDGE COLLEGES

Our mission to create opportunities for all will embrace our work with Special Educational Needs (SEN) learners. We are passionate about our work with learners with learning difficulties and disabilities and we will commit to deliver the support for each and every learner to help them be their best. We are dedicated to providing a supportive environment that fosters foundation and independent living skills among our learners. Our aim is to enable each and every student to reach their full potential by offering a range of initiatives, including supported internships and work experience with inclusive employers.

We know that supporting learners with special educational needs makes us a better college, they us better people. We are proud to be able to support the local community and commit to the following pledges.



THE 'SUPER SIX'

- We will fostering a supportive environment and offer initiatives like supported internships and work experience with inclusive employers, We will enabling every student with learning difficulties and disabilities to develop foundation and independent living skills, ultimately empowering them to reach their full potential and thrive in all aspects of their lives.
- We will strengthen our support services for SEN learners, ensuring that their individual needs are recognised, understood, and met effectively. This includes providing tailored academic support, counselling, and guidance, as well as access to assistive technologies and resources.
- We will actively seek partnerships with inclusive employers and community organisations to create diverse work experience and internship opportunities for our SEN students. By collaborating with these stakeholders, we can facilitate meaningful and inclusive learning experiences that bridge the gap between education and employment.
- We will continually review and adapt our curriculum to accommodate the diverse learning styles and abilities of our SEN students. This will involve implementing appropriate teaching strategies, incorporating assistive technologies, and providing additional resources to ensure inclusive and accessible learning experiences for all.
- We will develop personalized learning plans for each learner, in consultation with them, their families, and relevant professionals. These plans will outline individual goals, accommodations, and support mechanisms, enabling us to provide targeted assistance and track progress effectively.
- We will invest in the professional development of our staff to enhance their expertise in supporting SEN students effectively. This includes providing training opportunities on inclusive teaching practices, special education methodologies, and the effective use of assistive technologies to create an inclusive and empowering learning environment.



OUR VISION	OUR IMPACT
Enhancing Inclusive Opportunities for SEN Students	Fostering a supportive environment and offering initiatives like supported internships and work experience with inclusive employers, we are enabling every student with learning difficulties and disabilities to develop foundation and independent living skills, ultimately empowering them to reach their full potential and thrive in all aspects of their lives.
Comprehensive Support Services	We will strengthen our support services for SEN students, ensuring that their individual needs are recognized, understood, and met effectively. This includes providing tailored academic support, counselling, and guidance, as well as access to assistive technologies and resources.
Collaborative Partnerships	We will actively seek partnerships with inclusive employers and community organizations to create diverse work experience and internship opportunities for our SEN students. By collaborating with these stakeholders, we can facilitate meaningful and inclusive learning experiences that bridge the gap between education and employment.

OUR VISION	OUR IMPACT
Curriculum Adaptations	We will continually review and adapt our curriculum to accommodate the diverse learning styles and abilities of our SEN students. This will involve implementing appropriate teaching strategies, incorporating assistive technologies, and providing additional resources to ensure inclusive and accessible learning experiences for all.
Personalised Learning Support Plans	We will develop personalized learning plans for each SEN student, in consultation with the student, their families, and relevant professionals. These plans will outline individual goals, accommodations, and support mechanisms, enabling us to provide targeted assistance and track progress effectively.
Professional Development	We will invest in the professional development of our staff to enhance their expertise in supporting SEN students effectively. This includes providing training opportunities on inclusive teaching practices, special education methodologies, and the effective use of assistive technologies to create an inclusive and empowering learning environment.



OUR COLLEGE GROUP

Three Colleges, the West London Institute of Technology & the HRUC Apprenticeships & Skills



Our Quality Marks



Our Partners



Our Local Authority Partners





HRUC
HARROW RICHMOND UPON THAMES COLLEGE

Harrow
COLLEGE

R Richmond upon
Thames College

UC
UXBRIDGE
COLLEGE

WEST LONDON
I N S T I T U T E O F
T E C H N O L O G Y

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