

# **NEW SKILLS NEW CAREERS**

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

**2023 - 2030**



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Harrow, Richmond & Uxbridge Colleges (HRUC) has a proud and distinguished history. I am really delighted we are able to share our next steps 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 educational 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 'Skills for Jobs' white paper; instead we will shape this as our core purpose and mission. The future economic opportunities are exciting and 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 takes its place in creating and delivering the opportunities needed to create careers for all.

**NICHOLAS DAVIES**  
CHAIR OF CORPORATION, HRUC



I am 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 & Uxbridge Colleges (HRUC) stand ready to play our part in delivering the infrastructure and services needed to ensure we create opportunities for all. We are aware talent is universal but opportunities are not.

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, and deliver a renewed confidence to local employers that HRUC work with to deliver the skills they need. We will 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 people will 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

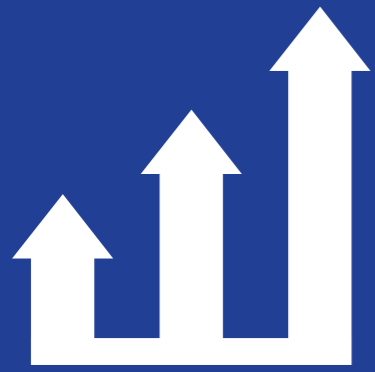
To be an outstanding college group that inspires, transforms lives and creates futures.



## 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

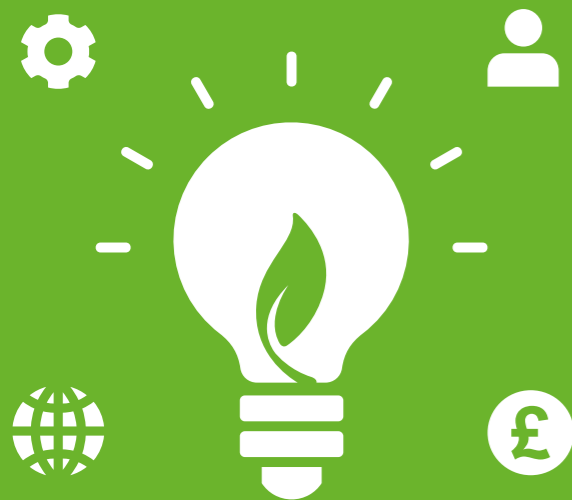
High expectations and respect in all that we do.

## 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 & 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 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 businesses 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 & 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. We will look at building new infrastructure to support sectors like advanced manufacturing.

We will be the college group of choice for young people, support a growing 16-19 population and create the opportunity for our learners to meet the skills shortages. 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. This is due to the tightness of the labour market and emphasis on government policy relating to domestic skills supply. We must ensure we meet these challenges and the communities we serve.

Our strategic vision is to be the college of choice. We will 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 opportunities for delivering together.

Innovative models to support the delivery of a 'sixth 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. We 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.

Meeting the demands of employers will be the other half of our core purpose. Our vision is for a college group 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 support for independent living. Our strategy is to 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, and 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 group that not just teaches the best, but embeds this into industrial practice and the continual professional development of our people. We will be a college group that people feel proud to work with, to deliver the outcomes that change lives.



# OUR PLACE IN LONDON

## The London Context

London is home to approximately 13% of the UK's population and accounts for 24% of the UK's economic output. There are 6.3 million different jobs and roles across the city.

London's largest employment sectors by volume are: business and administration careers (1.25 million jobs in London alone), engineering and manufacturing (950,000 jobs), scientific and technical roles, digital and the health sectors.

The Greater London Authority (GLA) anticipate employment levels increasing by around 35,000-38,000 jobs a year (net) in the longer-term, particularly 'in professional services, construction, hospitality and health and social work'.

More locally, west London is a hub for film and the creative sectors and transport and storage. In support of the capital's recovery and to increase workforce productivity, London requires a workforce able to provide sector cross-cutting skills, namely: digital, green skills and ESOL (English), transferable skills and the growing demand for higher-level qualifications. Automation and digitalisation will increase demand for social, creative, and logical reasoning abilities, especially at more advanced levels.



Alongside the role of education to deliver on the skills needs of our communities, west and south London boroughs will benefit from the notable demographic increases projected across all of HRUC's main travel to learn boroughs of between 11% and 24% respectively.

The GLA note that London's sector recruitment challenges include applicant volumes (i.e. a lack of people applying to roles), the attractiveness of certain sectors, underutilised labour, the diversity of the workplace, and the skills of our current workforce.

London's inactivity rate is above the national average, and this is in part due to the higher proportion of London's residents that are qualified below Level 2.

Office for National Statistics (ONS) data makes clear the significant increase in employment opportunities for residents qualified to Level 3 and above.

Disadvantage and the cost of living can be seen as a barrier to employment in London and the West London Local Skills Improvement Plan (LSIP) flags poverty, ESOL, awareness of learning opportunities, and inequalities in outcomes for Londoners from different demographic groups (including from minority ethnic backgrounds), as challenges to be overcome.





## Our Role in London and Our Communities

HRUC delivers futures for 16,000 learners across west and south London and our focus will be widening that success and opportunity to our communities.

The college group will build on its current contribution to west London's prosperity and future earnings. Currently every £1 investment in our students realises a cumulative £6.90 in a student's future earnings (Burning Glass data).

The college group already plays a key role in delivering its highest volume of graduates in the Mayor for London's priority sectors and we intend to do more.

Critical to this work will be strong partnership and relationships with our local authorities, alongside borough schools and headteachers, key partners such as Heathrow, Brunel University London and Thames Water, and with our educational partners in the Department for Education (DfE) and GLA.

We will support and collaborate with other colleges in west and south London, to deliver provision which benefits the wider local community and economy.

HRUC are recognised as passionate early adopters of policy driven project work and curriculum reform. We continue to expand our T-Level pilot pathways in readiness for 2024/25 (and onwards change), increase our trailblazing Higher Technical Qualification pathways, grow adult sector-based entry points into the labour market, invest in our highly successful A-Level academic offer and grow our apprenticeship routes – many of which are within the West London Institute of Technology which spans all three colleges.

HRUC students progress onto higher levels and into employment in very high proportions, and we aim to advance and track that progression into London's priority sectors.



The group's curriculum volumes are highest in London's employment volume sectors, and our focus is now accelerating delivery capacity in these.

London's largest job volumes are the breadth of business and administration roles at 25% of London's job market and 12% of the HRUC offer. Engineering and manufacturing roles are 18% of the jobs market and 9% of our offer.

Similarly, we will plan for a 2-3% increase in the delivery of our Health and Science curriculums and a review of retail and food services opportunities which are 15% of the London job market and 4% of our offer.

This is the focus, for example, of our work towards the West London Institute of Technology new Technical Innovation Zones set out later in our strategic objectives.

HRUC will help those that live and work in London to increase their employability skills and employment opportunities to achieve their individual potential.

The group will provide learners with the skills they need to have fulfilling and prosperous careers.

Our colleges, located across five sites across west and south London, support an environment for learners to increase their self-confidence, flourish in their studies, and promote health and wellbeing.

Our role will be to invest in students and staff as future leaders; by increasing higher skilled HRUC graduates in key sectors across west and wider London. We will present a curriculum reflecting sector drivers, including technological advances, that elevates residents on low pay, invests in cross-cutting digital, numeracy and literacy skills and provides outstanding opportunities for students requiring further support to thrive.

Sources  
GLA London's labour market and skills profile: summary of key findings  
Analysis of the social and economic impact of Learning, EMSI Burning Glass.

The constituent colleges in our group have a proud history of providing Outstanding quality of education, high student achievement and sector relevant progression.

Our role is to be a sector leader in shifting the educational landscape in support of our learners and employer partners.

We are a college group that will serve our communities and ensure we are the community asset that all can use and have confidence in.

It is from this vision that we have identified six key priorities to drive the new skills and careers the west and south London economies need. Our six priorities are:

- 1. Aspiring and delivering the first careers**
- 2. Economic growth & prosperity**
- 3. Outstanding learner experience**
- 4. Our people**
- 5. Sustainability and delivering for our planet**
- 6. Delivering for students with Special Educational Needs**





# OUR STRATEGIC OBJECTIVES TO 2030





# ASPIRING & DELIVERING THE FIRST CAREER

HRUC have a long and proud history in delivering some of the best provision in London for young people. This has provided high standards of academic attainment and progression for our learners. 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 ambition is to ensure young people make choices with a purpose by opening up new 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 choice and progression. We will expand the opportunities for more young people to earn and learn through an apprenticeship and we will embrace the technical routes open to careers through T-Levels.

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

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

HRUC will stand for 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 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 a branded enrichment programme to develop transferable skills, wider social and employability skills whilst supporting their progression into higher learning or onto their next steps.

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.

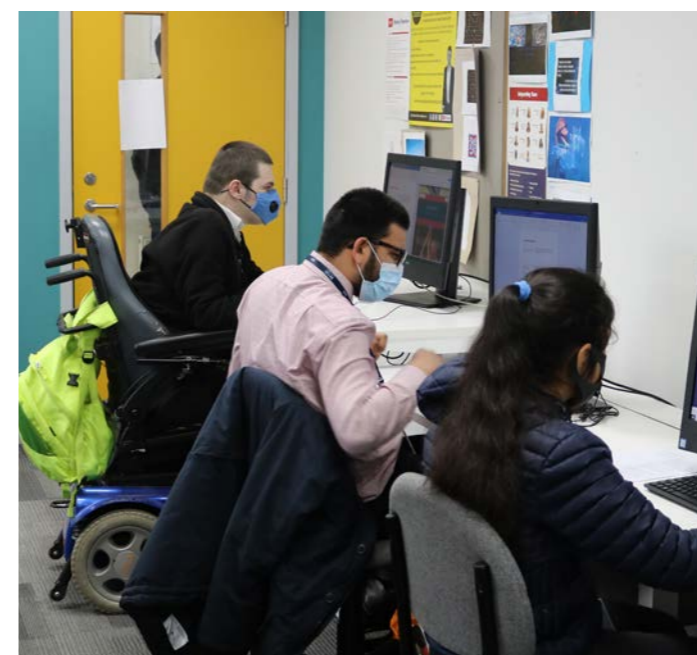
## OUR IMPACT

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

Provide relevant work placements for our students to benefit from industry knowledge and prepare them for work and their future 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 them to learners looking for work. We will operate a specific programme across HRUC to support graduates to enter the teaching profession.





# ECONOMIC GROWTH & PROSPERITY

Our new core purpose will create futures and our focus is to do this by delivering routes to all our learners. That's why our passion will be to ensure we are the college of choice for the local community and businesses, delivering skills to increase local and regional economic prosperity.

Engaging closely with and through 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 of employers and provide 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 a college that works for local businesses and delivers local services that brings people and jobs together.

The West London Institute of Technology (WLIoT) will be the driver of local and regional Technical Innovation Zones that will expand opportunities for local businesses to engage with WLIoT's services 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 exist 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 skills 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 & Skills delivers the skills needs for the region.

Delivering high quality work opportunities is important and we want to embrace this ethos in more of what the college group 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. London is a world leading city, one that thrives on the diversity of those that live and work in it. 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 nation's human capital.

We will exploit the export potential of what we do and support international markets. 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 seize opportunities to expand our offer and infrastructure through collaborations, partnerships and acquisitions.

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 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 group of choice. This requires us to not only be an outstanding college for teaching and learning, as recognised by Ofsted, but to be outstanding in the environment we set, the facilities we provide and the engagement of our people with learners and employers. 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. We will embed virtual and augmented reality learning into the learning experience.

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.

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

We will support our teachers in having expert industry knowledge and promote those with recent backgrounds to come and teach. This together will deliver outstanding teaching and experiences for our learners.

Teachers and support teams will have access to ongoing continual professional development and teachers will be supported to expand and enrich pedagogy. It is important that we infuse the passion for teaching and unlock the potential in every one of our learners, delivering the learning outcomes they are capable of. It is through inspired teaching that we will continue to promote progression into wider and higher levels of study.

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, develop skills for 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 achieve outstanding grades across all areas of Ofsted inspection.

Promote our commitment to excellence and retain membership of the Chartered Institute of Further Education.

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 PEOPLE

Our people are vital to the delivery of a high quality education and an outstanding learner experience. HRUC is committed to creating a diverse workforce with world class skills and capabilities which are flexible and enable our people to be their best. 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 greeting our learners, partners and customers, on site staff 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. A special college group is created by its 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 acts as a cooperative, between all of the people that work and learn at HRUC.

We will exist to ensure the 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.

We will ensure our people are at the core of everything we do. We will establish a staff engagement forum to shape and develop plans for how we do things. We will support our people to feel empowered and create opportunities to continuously improve the way we work. We will carry out annual staff surveys to ensure everyone can tell us how we are doing.

Collectively, we will strive to be the college group of choice to learn and work.



## 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 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 equality 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 every member of our team will be paid at, or above, the London Living Wage.

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

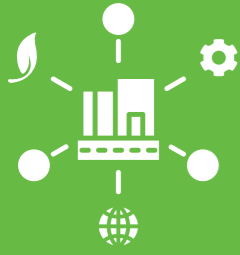
Our people and teaching staff tell us they have the skills needed to teach and reflect the latest industry practice and professions they are expert in.

Be recognised externally for our support and commitment to all.

Deliver internal policies, procedures and systems that empower 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 group 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 working to understand our combined carbon footprint as a group and what actions might be taken to reduce these. As a starting point the college group is looking to implement a programme of works with the aim of hitting net zero by 2030.

The current focus is the need for fabric first improvement making energy efficiency improvements where possible on the college group's 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 are also supplying a charging infrastructure as 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 new 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 for the college group through efficient operations and growth in turnover, which in turn ensures that surpluses and cash resources are generated to enable the college group 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.

To deliver long term financial stability that enables us to meet our strategic objectives.

## 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 group will be invested back directly into our people and learner experience.







## DELIVERING FOR STUDENTS WITH SPECIAL EDUCATIONAL NEEDS

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 group, thus us better people. We are proud to be able to support the local community and commit to the following six pledges.



## THE 'SUPER SIX'

1. We will foster a supportive environment and offer initiatives like supported internships and work experience with inclusive employers. We will enable 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.
2. 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.
3. 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.
4. 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.
5. We will develop personalised 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.
6. 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

Harrow College, Richmond upon Thames College, Uxbridge College, the West London Institute of Technology and HRUC Apprenticeships & Skills





## Our Quality Marks



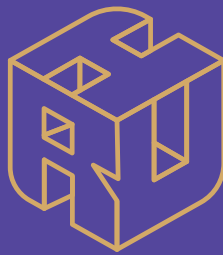
## Our Local Authority Partners



## Our Partners







**BE EXTRAORDINARY**

[www.hruc.ac.uk](http://www.hruc.ac.uk)

**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

 **HRUC**  
**Apprenticeships & Skills**  
Harrow, Richmond & Uxbridge Colleges