

Edinburgh College

What Does It Take
to Inspire Greatness
in Others?

Discover Our Strategy, Our Future



Synergy

Our campuses are perfectly positioned to embrace education throughout the Edinburgh region. Together, we bring opportunities that support local communities in our iconic city and the Lothians.

Each of our 4 main campuses contributes towards our well-rounded curriculum. Together, we've created a renowned college, where our collective whole is greater than the sum of our parts.



Granton
Renewables and Energy Efficiency
Training Centre and PASS Theatre



Sighthill
Digital Care Hub and
Photography Studios



Milton Road
Eh15 (Professional Restaurant) and The
Club (Commercial Sports Club and Spa)



Midlothian
Automation Lab and
Fujitsu Innovation Hub





“
Unlock Your Full
Potential with
Edinburgh College
”

Foreword

Edinburgh College is inspired by ambitious plans to build a better future. It is our collective responsibility to empower people and the communities we represent.

‘Our Strategy, Our Future’ builds on our strong foundations. Together, we will find new ways to adapt and grow, so we can diversify our shared impact and extend our reach deeper into the wider community.

We don’t underestimate the positive influence we can have on so many people’s lives, from providing opportunities to people in our communities right through to government policies, the development of Edinburgh’s powerful business stronghold and with our partners across the globe.

Education is so much more than an academic qualification. Edinburgh College is a wholesome environment that supports the welfare of others. Our mission is to safeguard our future by encouraging people to always give their best.

Looking ahead, we know we can do more. Edinburgh College needs to build on our intrinsic values of warmth, inclusivity, and care. When we work together, we thrive. When we deliver what we promise, we make a valuable contribution as Scotland’s Capital College.

People are at the heart of our story.

There’s a strong sense of pride in what we have already achieved. Our successful track record in responding well to both challenge and opportunity has brought us through the pandemic with a renewed appreciation for the significance of Edinburgh College.

We need to give each other fresh opportunities to unlock our full potential.

Our future is shaped by a clear focus on our people, our sense of place, and our combined performance. We will enhance the lives of our students by enabling them to flourish. We will facilitate excellence in our teaching, so they can feel accomplished.

We will create a supportive, encouraging environment for our staff. We’ll strengthen our collaborative partnerships across the city, and welcome those from further afield to share in our success.

Together, we will inspire greatness in ourselves and others. What we do changes lives.

**Nora Senior, Chair of the Board
Audrey Cumberland, Principal and CEO**

Each of our core values represents our unique approach to building inspired communities through the power of education.

We are:

Responsible and Inclusive

We accept responsibility to leave things better than we found them and we welcome people from all walks of life to benefit from Edinburgh College.

Responsive and Working Together

We are all part of the same team and we respond positively to the challenges and opportunities we face each day.

Respectful and Fair

We appreciate and value each other and facilitate fair opportunities through our collective interests.

Trustworthy and Giving

We trust each other's abilities and motives and give of ourselves generously to unlock the untapped potential in others.

Student-Centred and People-Focused

We focus on the success of our people across all aspects of our much-loved college.



Our culture is the way we think, act, and behave in our shared space.

Our Strategy Our Future

Share In Our Vision

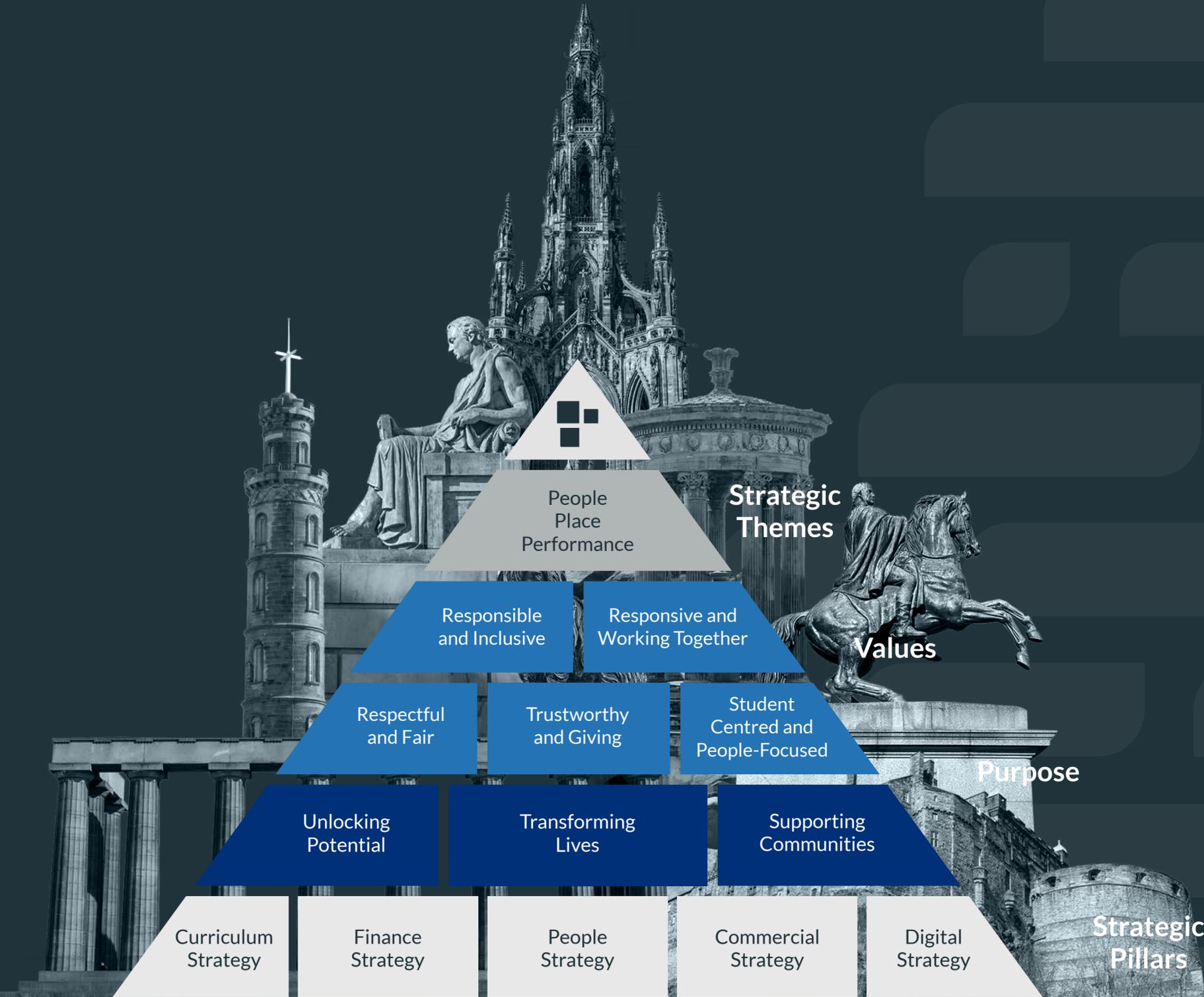
Edinburgh College is the anchor of our community. As Scotland's Capital College, our vision is to empower positive change by providing a wholesome environment, with greater access to enhanced prosperity for all our staff and students.

We are committed to creating opportunities to boost our collective wellbeing so that each and every one of us can achieve something worthwhile.

Together, let's redefine
the college experience.

Our Success Framework

We're inspired by our rich heritage. Let's build on our strong foundations to reimagine a brighter future.



Invest in Our People

Edinburgh College is proud of its roots as Scotland's Capital College. We're here to facilitate growth so that students, staff and stakeholders can make a valuable contribution to the people we serve.

Goal 1

Give our students the best possible experience, so they can boost their confidence and take hold of the future they deserve.

Goal 2

Support each other in an inspirational environment, so we can build our collective resilience and be proud of what we can achieve together.

Our role is to make education accessible to people from all walks of life, in a way that builds confidence, self-esteem, and self-perceived value in others.

Edinburgh College welcomes all members of the wider community to become part of our story, thereby bridging the gaps between government policy decision-makers, our regional business network, key education providers, college staff, and the students who fuel our future economy.

As custodians of our local community, the impact we have on young people's lives has a direct influence on the **welfare of our society**.



Invest in Our People

When we see the value in others, we open doors of continuous opportunity. Success comes from enabling people to achieve their best.

What does our success look like?

- Staff and students will be happily engaged in their pursuit of excellence.
- We'll enhance the wellbeing support offered to students and staff.
- Our students will achieve better results from their studies.
- We will contribute towards the future workforce in our region.
- Students will secure higher-quality employment opportunities.
- Students will benefit from our links and partnerships with local employers.
- Staff will feel confident in their ability to deliver responsive learning to all students.
- Student retention rates will increase year on year.
- Staff will experience greater fulfilment with improved job satisfaction.
- Our positioning as an inclusive college for all communities will gain lasting credibility.
- We will attract and retain the best talent to deliver our strategy and support our students' success.
- Leaders and managers will have the confidence to listen, engage, develop, and challenge our staff.
- Diversity will expand within our student and staff communities.

How will we achieve our success?

- Students will be encouraged to take part in every element of their education.
- Workplace wellness policies will evolve to reflect that Edinburgh College cares.
- Teaching will be flexible to individual needs so we can optimise future skills training.
- Develop innovative, responsive, industry-relevant curriculums.
- Actively collaborate with key employers in all industries to open doors for students.
- Place a greater focus on industry-relevant, project-based assessments across all curriculums.
- Establish a Staff Academy to develop the digital skills and capabilities of all staff.
- Provide a wholesome environment for people to thrive in a safe space.
- Ensure staff views and experience informs our approach to agile work practices.
- We'll unlock better opportunities for socially deprived and culturally marginalised groups.
- We'll drive a culture that evolves around team-based, collaborative success journeys for students and staff.
- Ensure that leaders and managers proactively epitomise our core values at every level of our organisation.
- We'll create an inclusive environment where all stakeholders feel welcome.

Feel Our Sense Of Place

As Scotland's Capital College, our sense of place stretches well beyond our campus grounds. We play an important role in the civil, business, and political landscapes throughout Edinburgh and the Lothians.

Goal 3 ■ Deliver outstanding support to local business communities through applied innovation and knowledge exchange, with a strong focus on upskilling and reskilling.

Goal 4 ■ Lead impactful collaborations with government policy decision-makers and key business stakeholders to ensure we are relevant and valued as a sought-after partner.

What does our success look like?

- We will establish new connections and strategic collaborations with key government stakeholders.
- Students will have improved positive job placements with excellent employment opportunities.
- Our contribution to local, regional, and national initiatives will increase in the Edinburgh and South East Scotland region.
- International partnerships and projects will expand.
- Sustainability will become embedded in all aspects of our college.
- We will play a significant role in delivering regional climate strategies.

How will we achieve our success?

- Build immersive relationships that deliver on the Scottish Government's economic priorities.
- Our curriculum will be designed alongside employers to plug skills gaps and plan for future demand.
- Explore opportunities with our partners to deepen our impact and value across our region.
- We will strengthen and diversify our international portfolio.
- Sustainable development will be placed at the heart of our curriculum.
- All future infrastructural developments will focus on achieving net zero.

Our students are our future. We need to create a safe place for our students to thrive in the wider business community.

Contribute To Our Collective Performance

The ability to adapt is what we do. It gives us inherent resilience, which unlocks the potential to improve our collective performance. Each individual provides a valuable contribution. Together, we are strong.

Goal 5

Be agile in our response to challenges and opportunities, so we can deepen our impact without getting waylaid by unexpected circumstances.

Goal 6

Enhance our technological readiness and digital capabilities, so we can optimise technology-enabled learning, teaching, support, and operations across our college.

What does our success look like? How will we achieve our success?

- The college will have a balanced budget.
- Our curriculum will be shaped to meet industry-led skills demands.
- Staff and students will enjoy an increased competency in their digital skills.
- Digital safety policies will facilitate a sense of security across all aspects of the college.
- Alternative income streams will expand and diversify, using our talents, skills and knowledge.
- Overall satisfaction will improve for students, staff and key stakeholders.

- Implement a clear financial strategy via effective financial leadership.
- We'll use data to provide intelligent insight into current skills demands.
- We'll invest in IT systems that simplify and automate daily processes.
- 'Data protection by design and default' will actively tackle the cyber security challenge.
- We'll support professional liaisons between curriculum teams, local businesses, and other industry-relevant entities.
- We'll develop new learning outcomes, with an enhanced focus on future digital skills.

The experience we create today defines our collective performance. When we deliver the best possible experience, ***we produce exceptional results.***

How Do We Spark Economic Impact?

During 2021 and 2022, Edinburgh College partnered with more than 300 businesses, utilising the Flexible Workforce Development Fund to upskill and reskill their people. We provided training to over 10,000 employees spanning the Creative Industries, Engineering and Built Environments, Health, Wellbeing and Social Science, Learning and Teaching, as well as Tourism and Hospitality.

“ The calculus of innovation is really quite simple: Knowledge drives innovation, innovation drives productivity, productivity drives economic growth.

William Brody

Investment in Immersive Learning

Using the Innovation Voucher Scheme, Edinburgh College worked closely with Immersive and Controlled Lab (ICE) and 3D Asset Management Software Specialists, UTEC StarNet, to create a new 3D virtual asset management environment. This digital environment was used to enhance the firm's client offering in the offshore sector.

The collaboration between Edinburgh College and UTEC StarNet created a unique blend of academic knowledge and expertise in 3D Animation and Games Development.

These shared learnings drive achievable outcomes that are closely linked to improved business performance and digital competitiveness for multiple applications.

“We cannot overstate the importance of creating an environment that supports an immersive symbiotic relationship between colleges and industry.”

The Cumberland-Little Report: One tertiary system: agile, collaborative, inclusive (February 2020)

Flexible Workforce Development

Edinburgh College worked with managers and colleagues from Edinburgh's largest transport provider, Lothian Buses, through the Flexible Workforce Development Fund. The goal was to provide accredited management training to build strong leadership skills that help people to become more effective managers.

“ Notwithstanding the strengths of the current college system, we are clear that it can do more to engage with Scottish businesses of all types – particularly with our ‘bedrock’ small and medium enterprises, and our start-ups and micro businesses, to develop the skills and capacity that will help them become more competitive and to grow.

The Cumberland-Little report: One tertiary system: agile, collaborative, inclusive (February 2020)

How Do We Support Scottish Government Priorities?

Edinburgh College is at the heart of Scotland's success story. It is our collective responsibility to deliver against government priorities, so we can inspire a future that takes care of the people we support.

1 | Edinburgh College is at the cutting edge of environmental sustainability. We actively embed green ambitions into our learnings, teachings, partnerships, and core operations. Our Renewables and Energy Efficiency Training Centre in Granton supports the development of key skills used to build low-energy homes. These skills modify existing homes to become energy efficient.

Achieving Net-Zero

2 | Our Digital Care Hubs at Sighthill and Milton Road campuses collaborate closely with health and care providers. We're providing greater opportunities to health and social care students in the Lothians. The hubs equip students with the transferrable skills required to work in Health and Social Care, Dental, and Pharmacy, with a particular emphasis on technology-enabled care.

Enabling Improved Health

3 | Our enrolment of students from deprived backgrounds exceeds Edinburgh's relative population statistics. In Edinburgh, 23% of households are socially deprived, which constitutes about 40% of Scotland's most deprived areas in total. At Edinburgh College, we're proud to welcome around 40% of our students from underprivileged homes. Our commitment to retaining a higher-than-average ratio of underprivileged students works positively to change socio-economic trends across Scotland.

Relieving Social Poverty

4 | Edinburgh College strives to improve business performance in an increasingly technology-driven environment. We are a key partner in the Edinburgh and South-East Scotland City Region Deal's Data-Driven Innovation initiative. We continuously provide data and digital skills training, which opens quality job opportunities to our students.

Innovating Digital Technologies

5 | We support businesses to upskill, reskill and train staff through the Flexible Workforce Development Fund (FWDF) and Standard Innovation Vouchers. Our training and development portfolio is expanding. We're increasing our collaboration with key industry partners, which is helping to address important skills gaps across the region.

Empowering Our Economy

6 | As a STEM Assured organisation, we are committed to a leading role in supporting the development of strong Science, Technology, Engineering, and Maths capabilities for the Edinburgh region. We deliver cross-curricular programmes to drive innovation, enterprise, and employability. Granton's Automation Lab houses sophisticated robotics equipment used to train the engineers of tomorrow.

Leading STEM Capabilities



Share In Our National Success

Edinburgh Chamber of Commerce Business Awards 2022 - Net Zero Award

Edinburgh College and ECSA are winners for our sustainability work, and our focus on becoming carbon neutral by 2030.



The Herald Higher Education Awards 2022 - Innovative Use of Technology Award

Edinburgh College and technology company, Cadpeople, are winners for our work on The Dementia Care VR Programme

The Herald Digital Transformation Awards 2022 - Best Use of Technology in Education Award

Edinburgh College and its partners are winners for our work on the Pathways app, which is designed to help students find their route to university through an agreed college pathway.

Edinburgh Apprenticeship Awards 2021 - Training Provider of the Year

Edinburgh College is a winner for our work in supporting apprentices and working in partnership with employers across Scotland.

The Herald Higher Education Awards 2021 - Partnership Award

Edinburgh College and The City of Glasgow College are winners for our collaborative work on Fast Track to Financial Services, which is a work-readiness course that's addressing the upskilling needs within the financial sector.



PEOPLE PLACE PERFORMANCE

Over
27,000
unique students

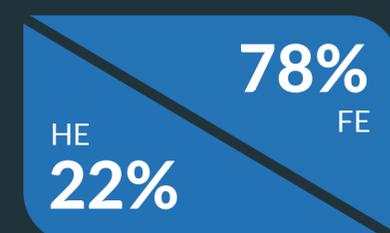
Our average
student is aged
28

Full-time vs Part-time

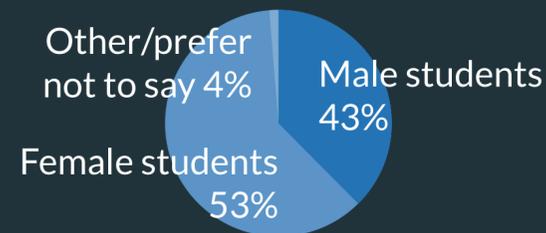


90%
of our students
are satisfied
with their
overall college
experience

Further Education vs
Higher Education



96%
of our students
go on to
a positive
destination



We've reduced our
carbon emissions by
53% since 2013/14

20% students report
having a disability

15.6% students come
from the 20% most deprived
areas in Scotland



Over
900
Care Experienced
students

Around
1,200
staff

We collaborate
with over
2,000
businesses

Deliver
10%
of all Scottish
College sector
activity

We welcome students
from more than
135 countries
and our partnerships
and activity spans
5 continents
across the world

**Single
biggest**
provider of
HE students
to Edinburgh's
Universities

4,836
school pupils study
with us, the equivalent
of more than 3 large
high schools



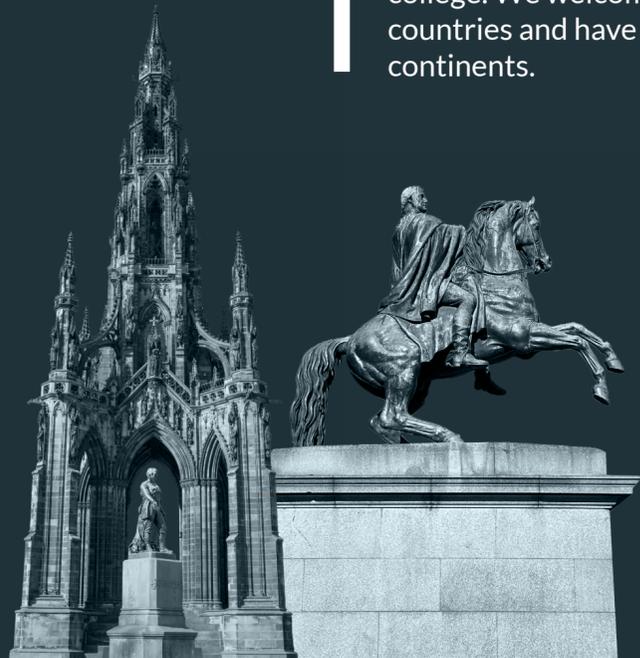
As a Catalyst for Positive Change, Edinburgh College Stands Firmly on the Shoulders of Giants

Our Community

As Scotland's Capital College, our reach spans Edinburgh City, East Lothian, and Midlothian. Our wider community includes around 750,000 people. We care deeply for our local communities and value the businesses we serve from our 4 main campuses located throughout Edinburgh and the Lothians.

Our Impact

Our impact on our wider community is significant. We have over 27,000 students and work with around 2,000 businesses. Over 1,500 apprentices study with us each year. Edinburgh College boasts one of the largest international profiles of any college. We welcome students from 135 different countries and have global representation on 5 continents.



Our Heritage

Edinburgh College is built on strong foundations. As we continue to evolve our curriculum and business partnerships, we will build on strong foundations to empower everything we do. We prioritise our people, our place, and our performance to redefine the college experience. This unlocks enormous untapped potential in our staff and students, and also, in our local governments and the businesses we serve.

Our Future

Our work makes a valuable contribution to the social, economic, and environmental prosperity of our collective future. Edinburgh College is responsive to industry-relevant needs, plugging gaps and developing the future skills needed to support economic growth. It is our mission to inspire and transform our people into strong, resilient individuals, who are inherently equipped to thrive for life.

We have a duty of care to safeguard our future for **tomorrow's brightest minds.**

