

COLLEGE STRATEGIC PLAN

2025-2028



Notre Dame
CATHOLIC SIXTH FORM COLLEGE

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Updated: January 2025

Next Update: September 2028

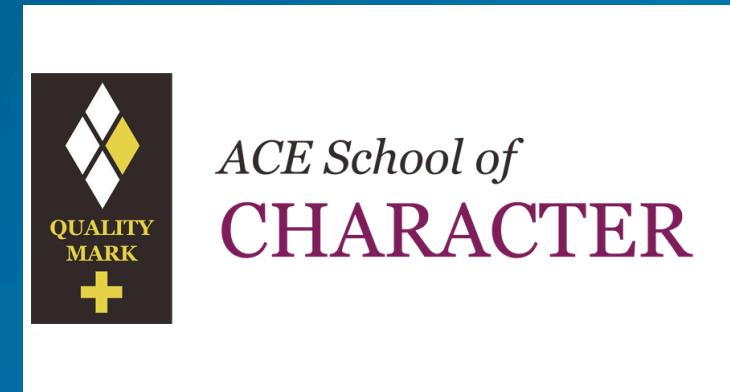


MISSION AND ETHOS

Our mission, inspired by the Christian tradition, is to be a community based on faith, hope and love; developing each individual intellectually, emotionally and spiritually to achieve their full potential.

To achieve this we will:

- Provide a welcoming, supportive community where everyone is valued.
- Provide a high quality, meaningful education which encourages the development of the whole person, inspired by the Notre Dame tradition.
- Promote a caring environment, rooted in the virtues of service, kindness, gratitude, and respect.
- Work together for the benefit of each person as well as the wider community.
- Recognise, celebrate and treasure, without exception, the unique gifts and dignity of each person, ensuring equality and fairness for all, as found in the teaching and example of Our Lord Jesus Christ.



INTRODUCTION

Notre Dame Catholic Sixth Form College is a high performing College, situated in the centre of Leeds within the Diocese of Leeds. It has a local reputation for excellence with years of sustained outstanding quality of education as measured by the outstanding value added for A-level, Applied General Qualifications, T Levels and highly positive student feedback. The College is clearly a destination of choice, shown in the year-on-year number of applications for the number of places available.

Notre Dame Catholic Sixth Form College, inspired by the Christian tradition, holds at its centre an ethos to recognise and nurture the dignity and uniqueness of each person. As a Catholic Sixth Form College, our intent is to be a centre of educational excellence for the community built on faith, hope and love. We celebrate our diversity of all students and staff, and we seek to nurture the gifts of each individual through high quality teaching, learning and providing extensive individual support to enable each student to achieve their full potential. We are committed to developing the 'whole person' and 'good character' of each student through access to experiences that enable them to progress and succeed, and to be the 'best that they can be'.

We want to challenge and motivate our students to build their skills and level of commitment so that they feel confident and able to compete with the very best in any sector. By providing students with opportunities to develop their skills, increase their confidence and resilience, raise their aspirations and broaden their awareness of careers and employability skills, we are able to motivate and inspire our students to be ambitious and to have an ethos of high aspiration to help each of them reach their potential.



STRATEGIC AIMS

STRATEGIC AIM 1

We will have a steadfast commitment to the College's mission, ethos and values exemplified through the way our College community works, learns and acts.

STRATEGIC AIM 2

Be recognised as one of the highest performing Sixth Form Colleges in the country, providing an outstanding quality of education where the development of character nurtures students to be ethical and civic-minded, helping them to flourish in life.

STRATEGIC AIM 3

Provide an ambitious curriculum which is innovative in its response to local and national needs, interests and aspirations, and which enables each student to develop their full potential.

STRATEGIC AIM 4

To be guided by the Framework for Ethical Leadership in Education, and to be recognised for innovative working practices, nurturing staff well-being and development.

STRATEGIC AIM 5

To protect and develop the College's long-term financial and environmental sustainability, whilst providing the highest quality learning and working environment.



STRATEGIC AIM 1

We will have a steadfast commitment to the College's mission, ethos and values exemplified through the way our College community works, learns and acts.

At Notre Dame Catholic Sixth Form College we are extremely proud of all our students' achievements, especially the individual progression that they each make in their time with us. Our aim is to offer an exemplary Catholic Education, where we are genuinely motivated by the belief that everyone is valued, and everyone counts. As a Catholic College we live out Christian values of faith, hope and love and provide a Christian witness to all members of our extended community through the way we work and the way we act.

The Catholic ethos of the College will inform its approach to students' academic achievement and pastoral care. Each student will be treated equally and with dignity, the College will stand up to any discriminatory behaviour. All pastoral decisions will be made with the student at the centre and will include forgiveness and second chances whenever they are needed. Everyone will be encouraged to 'be the best they can be'.

The College will continue to observe the Catholic liturgical year and to provide opportunities for students and staff to worship. Mass will be at the centre of the College timetable and staff and student meetings will not be scheduled during this time.

The College is held in high regard within the diocese and will continue to nurture positive working relationships, supported by the work of the College's Chaplain.

The Mission & Ethos of the College will inform how the College responds to its staff. The HR department will ensure that staff are supported and assisted in line with best practice in HR and in line with the Catholic ethos of the College.

The College will continue its full commitment to all aspects of Equality and Diversity.

Objectives

1.1 - The College Community will be recognised for consistently living out the mission and ethos, always working for the benefit and development of each person and the wider community.

1.2 - To embed the four pillars of Catholic Social Teaching in all aspects of College life, where everyone is valued and everyone counts.

1.3 - All members of the College will recognise their responsibility as stewards of sustainability.

1.4 - To be fully prepared for a CSI inspection and achieve outstanding when inspected.

1.5 - To embed the Stella Maris Leadership Award in College life, with everyone developing and acting out virtues of good character.

1.6 - To continue to promote the Stella Maris Leadership Award both locally within the Leeds Diocese and nationally, establishing the award as a high value award.

1.7 - To offer a range of opportunities, including an annual retreat to Lourdes for staff and students to develop their spiritual needs.

1.8 - To retain the 'School of Character Quality Mark' ensuring the principles underpinning the values-driven character education at Notre Dame.



STRATEGIC AIM 2

Be recognised as one of the highest performing Sixth Form Colleges in the country, providing an outstanding quality of education where the development of character nurtures students to be ethical and civic-minded, helping them to flourish in life.

Notre Dame Catholic Sixth Form College is one of the top sixth form colleges in the country and we are extremely proud of all our students' achievements, especially the individual progression that they each make in their time with us. We are committed to developing the 'whole person' and 'good character' of each student including their understanding of their own worldview in relation to others.

Through high quality teaching, learning, access to an extensive breath of opportunities and experiences and provision of highly effective and individualised support, we aim for each student to have the knowledge, skills and behaviour ready for life and ready for work.

We want to challenge and motivate our students to build their skills and level of commitment so that they feel confident and able to compete with the very best in any sector. By providing students with opportunities to develop their skills, increase their confidence and resilience, raise their aspirations and broaden their awareness of careers and employability skills, we are able to motivate and inspire our students to be ambitious and to have an ethos of high aspiration and to always strive to be the 'best they can be.'

All students have access to outstanding student support, which is responsive and individualised to nurture each student to realise their potential. The College is pro-active in providing specialist counselling and social, emotional mental health support and plays a lead role in city wide initiatives, such as the Leeds post-16 strategic plan for mental health support. The College liaises closely with parents and carers and relevant external bodies, working as a team for the benefit of each student.

Objectives

2.1 - The College to retain its Ofsted outstanding status.

2.2 - All students will consistently achieve highly; gaining the skills necessary to achieve in the workplace as well as making clear and obvious academic progress against their starting points.

2.3 - Students will achieve higher than the national averages for Post-16 GCSE English Language and GCSE Mathematics.

2.4 - To provide a high challenge and high support virtues driven environment enabling

ALL students to have a sustained positive attitude to learning, allowing them to flourish academically and as individuals.

2.5 - All students to be provided with an outstanding breadth of opportunities designed to develop new interests and nurture a love of learning whilst embracing new technologies and innovative practices.

2.6 - To continue to provide outstanding academic and pastoral support to enable all students to realise success and enjoy their College experience.

2.7 - Safeguarding will be effective, helping and protecting all students to be safe and feel safe.



STRATEGIC AIM 3

Provide an ambitious curriculum which is innovative in its response to local and national needs, interests and aspirations, and which enables each student to develop their full potential.

The College is ambitious and responsive in its curriculum to ensure students develop an awareness of the skills and qualities of 'good character' relevant to students' learning programmes, their everyday lives and their plans for their next steps. The curriculum will provide maximum opportunities for students to develop their skills in response to local and national industry and government strategy helping to prepare students for life beyond Notre Dame.

The College supports the Council in its Leeds City Region Strategic Economic Plan 2016-2036 and the West Yorkshire LSIP priorities 'to exceed the national average on high level skills and to become a NEET-free City Region.' The College will continue to forge strong partnerships across the city leading on and contributing to initiatives enabling the provision of a responsive and progressive curriculum.

Objectives

3.1 - To provide a challenging, progressive and inspiring curriculum to nurture ambition, curiosity sustainability and high-quality skills in all our students.

3.2 - To be a strategic and leading provider of post-16 provision, meeting the needs of young people across the city and making strategic contributions to local and national needs through representation on key city-wide decision bodies such as LSIP and WorkForce One.

3.3 - The College will continue to be a flagship provider and advocate of T Levels.

3.4 - To build on the extensive range of positive reciprocal working relationships with our provision partners enabling access of specialist university resources to further develop the skills of our students.

3.5 - To offer the highest quality experiences for all students by working extensively with a wide range of strategic groups to understand the skills needs of the local, regional and national economy, supporting progression to chosen careers.

3.6 - To provide outstanding CAIG which meets or exceeds all the Gatsby benchmarks.

3.7 - To nurture aspiration for all students

through the curriculum, promoting leadership through initiatives including the Stella Maris Leadership Award, the Enhancing Excellence Programme and Cambridge HE+ programme.

3.8 - To provides numerous opportunities for students to engage or lead in social action and extra-curricular helping to prepare students for life beyond Notre Dame.

3.9 - To maintain a proactive approach to curriculum planning which considers alternative ambitious and appropriate provision considering a nationally ever-changing educational landscape.



STRATEGIC AIM 4

To be guided by the Framework for Ethical Leadership in Education, and to be recognised for innovative working practices, nurturing staff well-being and development.

Staff are our greatest resource. We know our staff are highly dedicated and relentless in their pursuit for each student to achieve and to be the best they can be. We are committed to providing staff development which we know helps people feel valued. We want talent to flourish. We will harness and continue to build upon the innovative practice in our staff. We are here to guide and nurture our young people and help them grow into fulfilled and valued citizens. As role models, how we behave as staff is as important as what we do. As a staff we are committed to the Framework for Ethical Leadership in Education, following its principles and virtues to underpin all we do. By prioritising ethical leadership and staff development, Notre Dame Catholic Sixth Form College will not only enhance the well-being and capabilities of our staff but also strengthen our commitment to guiding and nurturing our students, ultimately leading to a thriving educational community.

Objectives

4.1 - Through collaboration, Notre Dame will develop a College Workload Charter, demonstrating best practice in supporting staff wellbeing in line with the Catholic ethos of the College.

4.2 - Foster an environment where ethical leadership is exemplified by all staff members, encouraging transparency, integrity, and accountability in all interactions.

4.3 - To continually review and implement comprehensive well-being initiatives that prioritise mental health and work-life balance, ensuring that all staff feel valued and supported in their roles.

4.4 - To ensure teachers are fully supported in their teaching and learning through inclusive quality assurance, sharing good practice and providing individualised high quality staff development.

4.5 - Through a coherent, extensive and tailored CPD programme, Notre Dame will nurture the talents of staff, to further develop their skills and aspirations that enhances the educational experience for our students.

4.6 - College will continually work to have clear, consistent and timely communication across all areas.

4.7 - All new staff to College will have a comprehensive and inclusive induction

programme. All staff will receive responsive, continuous professional training and development including the opportunity for an Industry Day placement.

4.8 - The College will pro-actively engage with and form strategic partnerships with HEI and ITT providers to support the recruitment and retention of new teachers to the profession with a key focus on shortage subjects.



STRATEGIC AIM 5

To protect and develop the College's long-term financial and environmental sustainability, whilst providing the highest quality learning and working environment.

The College is ambitious for its estate and aims to provide the very best accommodation and specialist resources to ensure delivery of the highest quality education and increased opportunities for our young people to progress onto higher education and/or into skilled employment. The College will maintain at least 'Good' or better financial health ensuring the college's long-term financial viability.

Notre Dame continues to be over-subscribed, which combined with the demographic growth in post 16 numbers in the Leeds region as indicated in the ONS data between now and over the coming years clearly shows the likely significant impact this will have on the shortfall in availability of post-16 places in Leeds. The College will actively seek out bids for capital growth and investment, to continue the refurbishment of the oldest parts of the estate whilst also seeking to add purposeful new buildings, meeting the needs of growing student numbers. The College will continue to work closely with all its stakeholders, especially staff, students, parents/carers and the Diocese, to explore opportunities for growth of accommodation, responding to the significant increase in demand for places at Notre Dame Catholic Sixth Form College.

The college understands the need to foster environmental stewardship, reducing the ecological footprint and integrating sustainable practices across all levels of operations. Notre Dame's commitment to sustainability is rooted in the recognition of our role as educators and leaders with a responsibility to contribute to global efforts in combating climate change, conserving resources and promoting a sustainable future for all.

Objectives

5.1 - Ensure a robust financial position, to be able to respond to future risks and opportunities, as demonstrated through annual financial audits and through maintaining a College Financial Health Grade of 'Good' or 'Outstanding'.

5.2 - Maintain, develop and invest in the College estate and facilities through a programme of planned improvements regarding the planned preventative maintenance report. Ensure reactive maintenance provides a consistently high-quality learning and sustainable working environment both indoor and outdoor.

5.3 - Actively seek out and bid for capital grant funding opportunities and deliver capital development programmes to ensure the College estate is developed to meet local, regional and national needs.

5.4 - Provide continued investment in IT systems, services and resources to ensure a safe and secure IT environment that meets the user needs of staff and students and future proofs the college.

5.5 - Identify and implement improvements in working processes through, for example, digital resources, to enhance College effectiveness.

5.6 - Develop and implement a measurable response to the climate emergency by enhancing and extending a programme of environmentally sustainable initiatives to reduce the College's carbon footprint.

5.7 - Explore external revenue streams to diversify income.

5.8 - Actively research and implement strategies for securing long term stability, the financial health and future of Notre Dame.



Notre Dame

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