



Notre Dame

CATHOLIC SIXTH FORM COLLEGE

# ESTATES STRATEGIC PLAN

## 2026-2029

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# 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 highly ambitious institution that delivers an outstanding Catholic education to all learners. 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. Notre Dame's estate and its facilities must continue to meet both the current and future needs of the organisation. The College is committed to ensuring a focus on the provision of a modern, appropriate, and inspiring working environment, which is also safe and welcoming for all our staff, students and visitors.

The Estates Strategy supports Notre Dame's College Strategic Plan 2025-2028 aim Number Five which is:

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

The estate and its facilities are a key strategic asset, and it is important that we continue to invest in our estate to ensure the longevity of the college for future generations whilst also acting sustainably and contributing towards the government's net zero target by 2050.

In planning and delivering this Estates Strategy we will adopt a balanced approach to managing expectations of key stakeholders to ensure that both current and future students benefit from any refinements and development of the estate.

Key to the success of this estate's strategy is the provision of an environment which supports the College to deliver an outstanding curriculum, supports growth to ensure that all accommodation is used effectively and raises the profile of Notre Dame to ensure it remains the College of choice for years to come.

This strategy recognises that we will need to adapt and reflect emerging curriculum priorities over the next three years and beyond, ensuring our accommodation is fit for purpose and appropriately invested in to be both appealing and practical for students and staff.

The Estates Strategic Plan is also dependent on the following:

- The availability of capital funding through government grants.
- Maintaining or exceeding the current level of student numbers.
- Reinvesting surplus college reserves.
- Responding to an ever-changing educational landscape.
- Alignment with local, regional, and national skills plan.

The current accommodation is on one site over eleven different buildings of varying ages and design. An analysis of the this accommodation and it's internal area can be seen below:

College name	Block Age Range	Gross Indoor Floor area M2
Trinity	1961-1970	443
St Francis	1971-1980	1170
Main Build (new)*	1981-1990	1047
Upper common *	2001-2010	252
St Julie *	2011-2020	750
St Thea Bowman	1971-1980	967
Main Building	1900-1910	3026
Main Hall	1981-1990	1800
Cuvilly *	2011-2020	2490
John Paul 2 *	2001-2010	1163
The Pavilion	2011-2020	70
Sports Hall	1971-1980	730
St Elizabeth *	2023	1507
Oscar Romero *	2020	800
	<b>Total GIFA</b>	<b>16215</b>

All the land and buildings are owned by the Diocese of Leeds with the exception of the buildings marked\* above.

# ESTATES STRATEGIC AIMS 2026–2029



## STRATEGIC AIM 1

**Provide the highest quality learning and working environment**



## STRATEGIC AIM 2

**Develop the college's long term financial sustainability**

# STRATEGIC AIM 1

**Notre Dame's estate and its facilities must continue to meet current, and plan to meet future needs, of the inspiring working organisation. We are committed to ensuring that we focus on the provision of a modern, appropriate environment, which is safe and welcoming for all our staff, students, and visitors to the college. To achieve this, we will:**

1. Focus on the provision of a modern, appropriate, and inspiring work environment for all our staff, students and visitors. Developing high quality social / multi use space.

- Utilise the Bradley-Mason Planned Preventative Maintenance Report to work towards creating a modern, flexible estate that supports innovative teaching, collaborative working, and professional service functions through adaptable, technology-enabled spaces.
- Develop high-quality multi-use areas that encourage connection, creativity, and a sense of community among staff, students, and visitors.
- Provide an inspiring physical environment that reflects the college's values, enhances student and staff experience, and helps attract and retain talent.
- Ensure work and learning environments are fit-for-purpose, comfortable, and designed to meet the evolving needs of curriculum delivery, support services, and visitor engagement.

2. Ensure Full Statutory Compliance Across the Estate Through Effective Use of the Every Compliance System

- Maintain full statutory and regulatory compliance across all buildings, ensuring the college meets its legal responsibilities for health, safety, fire, and environmental standards.
- Embed the Every Compliance System as the central compliance management tool, ensuring all inspections, tests, and remedial actions are recorded, monitored, and completed on time.
- Strengthen reporting and accountability, using Every to provide transparent dashboards, automated alerts, and clear audit trails for senior leaders, governors, and external bodies.
- Standardise compliance processes and documentation, ensuring consistent procedures, accurate records, and evidence-based decision-making across all college buildings.

3. Improve accessibility and wellbeing facilities for pupils and staff.

- Ensure full physical, sensory, and digital accessibility across the estate, removing barriers to participation and aligning with current accessibility standards and best practice.
- Improve the quality and accessibility of essential facilities, including toilets, changing areas, quiet rooms, and multi-faith spaces, to better meet the diverse needs of the college community.
- Embed universal design principles in all refurbishments and new builds, ensuring equal access for all users regardless of age, mobility, or learning needs.
- Strengthen the health and wellbeing environment through improved lighting, ventilation, acoustics, ergonomic furniture, and access to outdoor areas

# STRATEGIC AIM 2

The College accommodation, estate, facilities, and resources are part of the reason our students choose to study at Notre Dame. To maintain financial sustainability, it is essential that we grow our student body and in doing this we need to ensure that we have accommodation that students want to study in. We also need to ensure that we are obtaining the best value for money in all areas.

## 1. Be proactive in applying for government grants to improve the college estate

- Identify funding streams that we can tap into.
- Work with external companies to help identify areas of the College that will be seen as high priority and are likely to be successful.
- Ensure the College invests in match funding to secure success.

## 2. Ensure best value for money on all our energy usage

- Examine and negotiate the unit cost of gas, electricity, and water in the first instance to ensure the best possible value, including the use of sector procurement frameworks or brokers.
- Minimise risk, creating budget certainty, and reduce exposure to fluctuations by fixing prices.
- Ensure the efficient use of gas, electricity, and water throughout the estate.

- Identify areas of high gas / electricity consumption and seek alternative cost-effective replacements.

## 3. Provide sustainability and environmental management.

- Continue to seek opportunities to implement more sustainable practices to reduce carbon footprint.
- Reduce the consumption of primary raw materials by exploring energy efficient methods i.e., solar panels, low water use toilets or cistern hippos.
- Develop and maintain the grounds in an environmentally sensitive way to protect and enhance natural habitats and biodiversity.
- Aim towards the government's 2050 net zero goal by exploring the grants available through the public sector decarbonisation scheme.
- Enhance waste management strategies to reduce overall waste production and increase the level of recycling within college grounds.

## 4. Maximise commercial income streams.

- Review the commercial use of the assets.
- Identify alternative ways of bringing in revenue for the college.

## 5. Continually invest in the college

- Retain and review growth of the student body to maintain fiscal security.
- Liaise with Marketing to promote College investment in accommodation and resources, ensuring the College continues to be the destination of choice.



# Notre Dame

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