

# INSPIRING LEARNING

SINCE 1854



STRATEGIC PLAN 2022/23



## Introducing WM College

This strategic plan sets the direction of travel for WM College over the next academic year and identifies our aims and ambitions that we plan to achieve. The plan has been updated against a complex and challenging educational environment that includes potential major changes to funding requirements as we await the DfE new Funding and Accountability system for the Adult Education Budget that has potential to withdraw funding for courses that do not fit the skills agenda. At the same time new opportunities, such as *Jobs and Skills for Londoners* and *Multiply*, present the potential to extend the AEB funding allocation for the College, aligned with the Skills Roadmap for London.

WM College, formally known as Working Men's College, was founded in 1854 and is the oldest surviving adult education institute in Europe. The College was associated with the Cooperative Movement and the Christian Socialists, stemming from the same tradition that later led to the establishment of the Worker's Educational Association. The Working Women's College, founded 10 years later in 1864, finally merged with WMC in 1967. Early supporters of both organisations included F D Maurice, John Stuart Mill, Tom Hughes, Dante Gabriel Rossetti, John Ruskin, Ford Maddox Brown, Walter de la Mare and Octavia Hill.

Originally based in Red Lion Square, the College has been in its current home, a listed building in Camden Town, since 1905. The tradition of liberal education and lifelong learning has been continued and today the College serves the whole community, with women, unemployed and disadvantaged students forming the majority of the student body.

WM College is a learner centred college which is dedicated to widening access to education for all, providing opportunities for lifelong learning and improving employment prospects for the diverse range of London adults who are unable to study full time and who need to fit their studies in alongside work and family commitments.

The diversity of ethnic groups and languages spoken reflects the varying backgrounds of local residents. WM College promotes and encourages an inclusive and stimulating ethos which values cultural diversity and social inclusion amongst all learners. WMC is a local college with Camden residents accounting for 50% of all learners, whilst 52% of all learners live with poverty and hardship, as identified by their postcode.

WM College aims to ensure a balance of provision that meets the needs of all learners, whether they are learners engaging with first steps foundation level provision, those who are seeking to develop and improve their skills for employment or those who are looking for personal development, good health and wellbeing, and an opportunity to engage with and enjoy learning.

The mission statement and strategic objectives have been revised and updated to ensure that they continue to be fit for purpose. These strategic objectives underpin all areas of work within WM College, as they provide the focus for continuous development and improvement of the whole service.

There is a clear understanding that all areas of the college need to work together to ensure that each individual learner is enabled to develop and achieve their personal and academic goals. The whole college approach is brought together and monitored within the annual Self-Assessment Report and the College Improvement Plan, which are mapped against these strategic objectives.

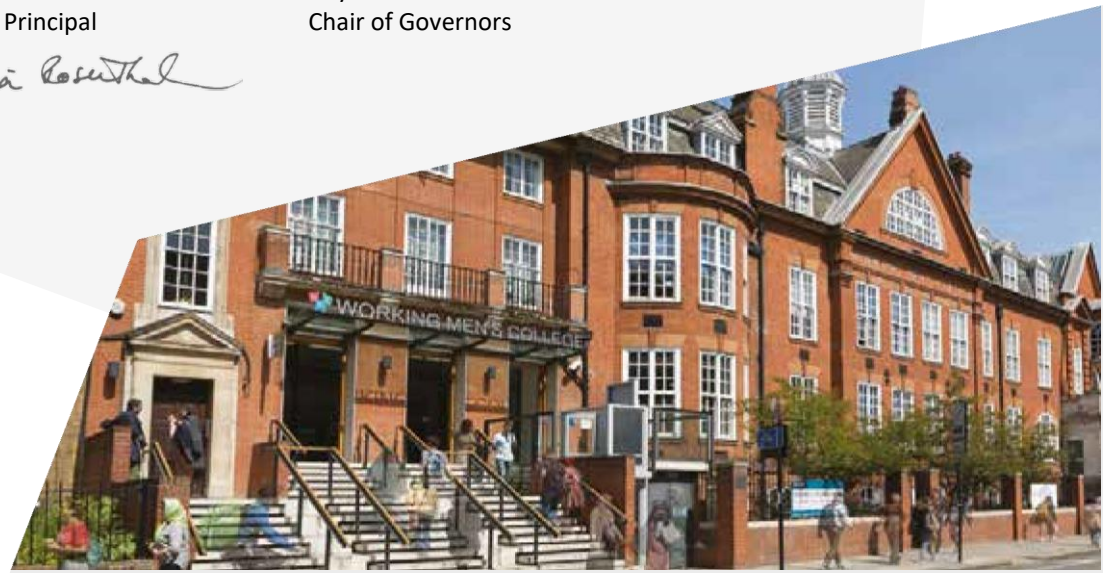
WM College will continue to champion and respond to the needs of learners to ensure that they are all enabled to continue to access the widest possible range of learning, whatever their background or previous educational experiences.

This Strategic Plan celebrates and builds upon our proud heritage and history, develops our achievements and firmly focuses on creating our future.

Maria Rosenthal  
Acting Principal



Guy Shackle  
Chair of Governors





# OFSTED INSPECTION NOVEMBER 2018

WM College was assessed as Good in all areas of inspection. The Ofsted report states:

“Governors, leaders, managers and staff retain the harmonious culture and ethos of WMC as a welcoming place to study. Managers and staff reflect closely the local community of learners and their diverse range of cultural backgrounds. Teachers and staff celebrate the cultural heritage of learners through a broad range of events. This enables learners to develop a good understanding of, and appreciation for, people of different faiths, sexual orientation, age, gender and ability. Learners of all ages and backgrounds enjoy sharing their learning experience.”

AND:

“Learners benefit from a broad choice of programmes that enable them to return to learning. Their studies enrich their lives and those of their family and community. Learners relish the opportunity to work within a community of learning that attracts people from culturally and socially diverse backgrounds.”

## OUR VISION

Enriching and enjoyable lifelong learning



## OUR MISSION

To provide diverse, enriching and enjoyable lifelong learning including skills for work, in a supportive environment, for adults in Camden and the local area.



## OUR VALUES

### WM College is learner Centred

we strive to enable all learners to achieve their potential and to enjoy their learning with us. We listen to our learners and are adaptable, flexible and responsive to learner needs.

### WM College is committed to Continuous Improvement and Excellence

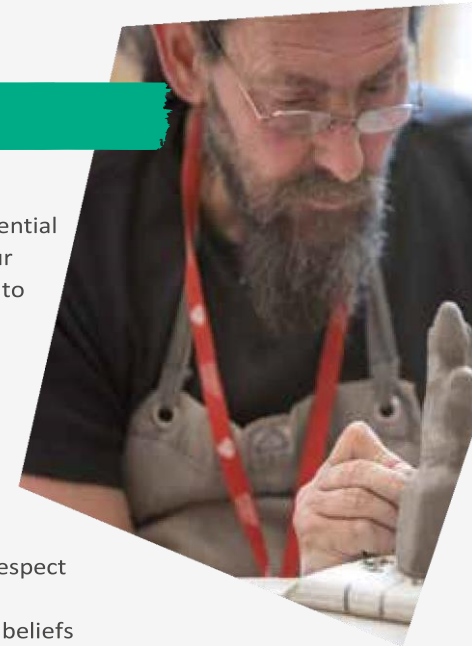
we constantly review what we do and how it could be improved to ensure that we get better.

### WM College is Respectful

we promote equality and celebrate diversity. We respect differences and treat people as individuals. We are understanding of each other's values, cultures and beliefs and observe these in our interactions with each other.

### WM College is Collaborative

we work to meet our common goals, valuing other's contribution. We share and celebrate the talent, skills, knowledge and experience of every person at WM College.



1

# EXCELLENCE FOR ALL

## STRATEGIC OBJECTIVES:

### WE WILL:

- Provide an enriching learning experience that raises aspirations, celebrates success and promotes inclusion and diversity
- Ensure all learners are supported and inspired to meet and exceed their individual aims and objectives and progress towards long term goals
- Enable learning that leads to employment and “good jobs”, Improved physical and mental health and social and emotional Well-being
- Support learners to become ‘expert learners’ through teaching and learning that takes place beyond the classroom and develops their digital skills.



2

# Effective AND SUSTAINABLE



## STRATEGIC OBJECTIVES:

### WE WILL:

- Optimise learning opportunities by deploying the college’s physical, human and virtual resources to provide greater efficiency for the college
- Provide IT infrastructure and learning materials to facilitate and enhance both classroom and digital learning experiences.
- Develop systems, processes and resources to eliminate unnecessary bureaucracy and provide online access to core information on a timely basis
- Identify relevant new funding and commercial income opportunities, pursuing those that will support sustainable new activities or expand existing provision



## STRATEGIC OBJECTIVES:

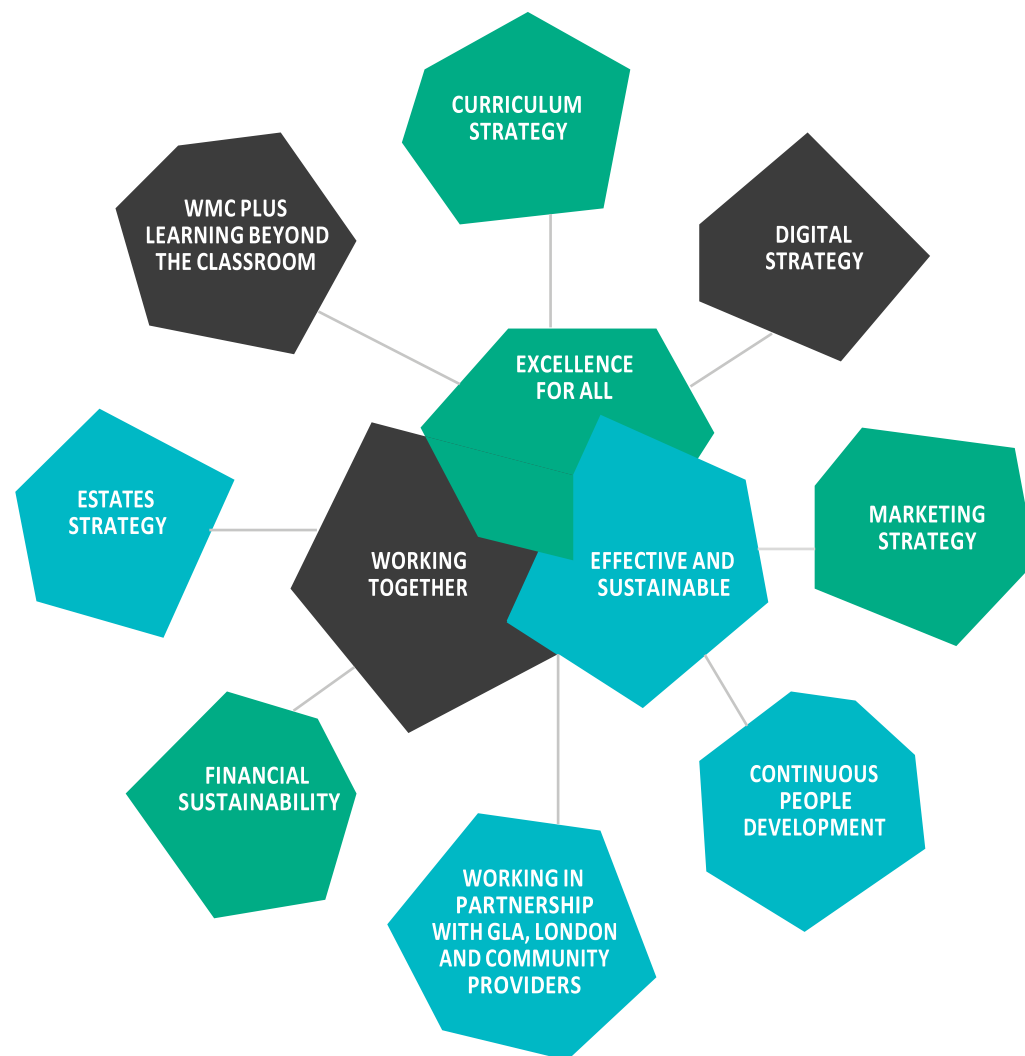
## WE WILL:

- Work in partnership with GLA and London IAL's for the benefit of all adult learners
- Take learning into the local community to ensure that there are no barriers to access learning opportunities
- Develop partnerships with other providers to provide opportunities for learning that complement or extend WM College studies.



## WHOLE COLLEGE framework

The strategic plan identifies the three strategic goals which underpin college development. The strategic plan will be delivered by ensuring that all areas of the college work collaboratively as demonstrated by the diagram.



# THE learning WHEEL

The learning wheel illustrates the college structure. There are two curriculum areas: Arts and Vocational Skills and Learning and Life skills and all classes taught in these areas are supported by the services offered within WMC plus. WMC plus provides the underpinning support for all curriculum areas to enable all learners to achieve their individual goals.

## NOTES





# WMC CAMDEN COLLEGE

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## Follow us

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