

**ORBITAL  
SOUTH  
COLLEGES**

# STRATEGIC PLAN

**2022-25**



**EAST  
SURREY  
COLLEGE**

ORBITAL SOUTH COLLEGES



**JOHN  
RUSKIN  
COLLEGE**

ORBITAL SOUTH COLLEGES



**Reigate  
School  
of Art**

ORBITAL SOUTH COLLEGES



**ORBITAL  
SOUTH  
COLLEGES**

**UNIVERSITY  
CENTRE**



# WHO WE ARE



Orbital South Colleges\* comprising East Surrey College, John Ruskin College and Reigate School of Art is a leading Further Education group, trusted by schools and employers across Surrey, West Sussex and south London. Together, our colleges form a substantial college group in the south east.

From June 2022, the Group also includes Orbital South Colleges University Centre as the umbrella organisation for our Higher Education provision.

# OUR MISSION

**To provide inspirational, inclusive and high-quality education and training which:**

- » Empowers individuals
- » Creates a talent pipeline for employers
- » Enriches our local and wider communities

# OUR VALUES



# STRATEGIC OBJECTIVES

Orbital South Colleges aim to continually add value to the social, economic and physical wellbeing of the communities we serve. We do this through our overarching mission and values and our strategic aims which are reviewed annually.

## OUR STRATEGIC AIMS FOR 2022-2025

### CREATE

We co-create an innovative curriculum through high-quality teaching/training, learning and assessment, fostering a culture of personal and professional transformation

### PROMOTE

We promote and celebrate an inclusive, diverse community where everyone feels safe, heard, valued and happy

### BUILD

We build agile, collaborative, and complementary partnerships that contribute positively to sustainable communities

### MANAGE

We manage robust delivery structures and generate strong finances which enable us to invest in the sustainable future of our College community

# WHAT WE DO

**Our Colleges sit at the heart of our communities, transforming lives through learning, guidance and support and offering real-life vocational experiences led by industry qualified teachers and trainers.**

We offer a comprehensive range of core skills, technical and professional qualifications and courses including Apprenticeships ranging from Entry Level up to Degree Level. Our outstanding facilities and resources enable our students to learn and practise skills in a wide range of vocational areas, preparing them for the workplace, university or further training. We are a driver for change, and to do this we engage with hundreds of employers across multiple sectors to ensure what we deliver is relevant to their industries and workplaces.

We employ industry qualified and experienced tutors and work closely with employers to help our students gain real-world skills, which can be put into practice through live projects and industry placements. As people's needs change and they advance through their careers, we will be with them at every step of the way, helping to maintain a lifelong approach to learning through reskilling, upskilling and retraining as well as to enhance their social wellbeing.

Our Careers Team provide guidance and support across our communities – not just for current students - and at all career stages.

# Investing in our Colleges

Our college group already provides:



Purpose-built construction & engineering workshops



State-of-the art learning & enrichment facilities



Sports hall & fully equipped gym



Ultra-modern IT & Mac suites



TV & recording studio



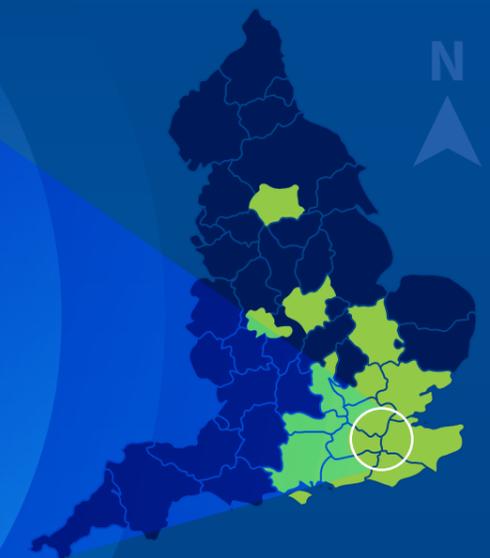
Commercial hair salon

The latest stage of our extensive capital build programme is complete, enhancing our offer for digital and engineering T Levels. We continue to increase our information technology, facilities and equipment to meet our expanding Higher Education programmes. Our range of full and part-time courses for young people and adults regularly expands. We have a fast-evolving Green Tech offer as well as new partnerships across the music industry, aviation, construction, engineering, enterprise, football, logistics, hospitality and digital industries.

## Local employers, schools and community reach



## National reach



# OUR JOURNEY SO FAR

We have been on an exciting journey as an education provider since we were founded in 1895 and have seen significant growth in the size of the group since then including through mergers.



**1895**

Redhill Technical Institute is founded, incorporating Reigate - Redhill Art Classes



**1920**

January 12, 1920 - John Ruskin Central School for Boys opens in Tamworth Road, Croydon

**1937**

Redhill Technical Institute becomes Redhill Technical College, Reigate - Redhill Art Classes moves to Reigate

**1938**

Reigate - Redhill Art Classes achieves Art School status & becomes Reigate and Redhill School of Arts and Crafts

**1945**

John Ruskin Central School becomes John Ruskin Grammar School for boys

**1948**

Due to growing student numbers, Reigate & Redhill School of Arts & Crafts develops more classrooms at its Blackborough Road site

**1971**

John Ruskin Grammar School begins transition to a Mixed Comprehensive 14-18 school as John Ruskin High School

**1983**

Redhill Technical College & Reigate and Redhill School of Arts & Crafts merge to become East Surrey College - a Further Education College

**1987**

John Ruskin merges with John Newnham Grammar School, Selsdon

**1989**

John Ruskin High School becomes a Sixth Form College - John Ruskin College

**1990**

John Ruskin College moves to Selsdon

**1993**

East Surrey College and John Ruskin College each become incorporated through Act of Parliament

**1996**

East Surrey College is awarded the contract for East & Mid Surrey Adult Education

**2002**

Reigate and Redhill School of Arts and Crafts relocates from Reigate to a new building on the main East Surrey College campus in Redhill and is renamed Reigate School of Art, Design and Media



**2010**

A new state-of-the-art East Surrey College building is completed

**2015**

Reigate School of Art, Design & Media becomes Reigate School of Art



**2019**

John Ruskin College merges with East Surrey College, incorporating Reigate School of Art, to form the East Surrey College Corporation trading as Orbital South Colleges



**2021**

A specialist Construction Skills Centre is completed at John Ruskin College

**2022** UNIVERSITY CENTRE

Department for Education approval is given for the title Orbital South Colleges University Centre for our wide Higher Education provision



**2022**

Purpose-built Digital T Levels Centre is completed at East Surrey College

1895 - 1925

1926 - 1950

1951 - 1970

1971 - 2000

2001 - 2023

East Surrey College

John Ruskin College

Reigate School of Art

Orbital South Colleges

# AT A GLANCE

Orbital South Colleges enrich the lives of thousands of people every day, helping them to learn, upskill and develop.

**Top 10%**  
of colleges nationally for our achievement rates

**97%**  
of students rate highly the quality of teaching for the sixth consecutive year

**800+**  
partnerships with employers and 60+ schools

**96%**  
of the 1,505 students we contacted had a positive destination after completing their qualification

**94%**  
Employer satisfaction rating for Orbital South Colleges as their training provider

Voted as the top FE College Training Provider in the UK and 11th overall in the RateMyApprenticeship's Top 50 Training Providers for 2022-23

**100%**  
of Apprentices either achieved promotion or gained additional responsibilities within one year of finishing their course

**100%**  
rating across all 8 Gatsby benchmarks for careers engagement

**Top 25%**  
for value-added qualification achievements, nationally in 2020-21



## OUR ACCREDITATIONS



SUPPORTED BY  
MAYOR OF LONDON



## INITIATIVES WE ARE PART OF



# OUR SUCCESS STORIES



## MEI FE Maths Challenge

At Orbital South Colleges, we offer a variety of ways to support our students with their English and Maths both inside and outside the classroom, through mentoring, revision breakfast clubs and fun competitions. The MEI FE Maths Challenge is a great example of this. East Surrey College students from across a range of curriculum areas took part in the national Cross-College final, hosted at the University of East London. The students were put through their mathematical paces through a series of fun and creative challenges and at the end of the competition, the team walked away triumphant with certificates, trophies and an increased confidence in Maths.

## Intergenerational Event

Members of our local community were treated to a day of pampering courtesy of John Ruskin College Hair & Beauty students. The event is run in partnership with the Manju Shahul-Hameed Foundation and the Croydon BME Forum and coincides with our celebration of Black History Month. The day is a great opportunity for our students to showcase their skills mastered on their courses whilst bringing together older and younger generations to build on the strengths they have to offer to one another.



## Student Motorsport Challenge

East Surrey College Motor Vehicle department offers a range of courses taught in modern motor vehicle workshops, using industry standard equipment. Students take part in the Nankang City Car Cup and Student Motorsport Challenge and have brought home a wealth of first-place trophies. Our students have a great time whilst conducting themselves as professionals on the track ensuring their vehicle is in good health ready for a demanding race. This is a great way to bring to life the skills learnt in the workshop and apply them to a real motorsport competition.

# OUR AWARD WINNERS

## House of Lords

John Ruskin College was honoured to be invited to the House of Lords as part of the South London Best Learner and Teacher Awards. The event was hosted by Lord Tope CBE, on behalf of the Committee of South London Principals. We were proud to see Health & Social Care student and Student Governor, Elizabeth achieve the Best Learner Award. JRC tutor Sue Bennett was also awarded for her hard work and dedication to her students.



## National BTEC Awards

The Pearson's BTEC Awards is an annual competitive event celebrating the outstanding achievements of BTEC students, tutors, schools and colleges around the world. Our students are regularly successful achieving the overall Gold Award for Public Services 3 years in succession, Adult Learner Overall Award and a wealth of Silver and Bronze Awards in Sport/Public Services, Business and Enterprise, IT and Computing. Students routinely win regional and national awards in Art & Design and Hair & Beauty for years in a row.

## High Sheriff of Surrey Awards

The East Surrey College ESOL team, work alongside Big Leaf Foundation, a charity that supports unaccompanied Asylum Seekers to access opportunities that would otherwise not be available to them. ESOL student Adonay was part of this collaboration and through his hard work and dedication to his course was able to gain valuable leadership skills which inspired and motivated his fellow classmates. This was recognised and Adonay was awarded by the High Sheriff of Surrey for his kindness to others, his excellent leadership, thoughtful and creative ideas.



## Gatwick Diamond Business Awards

The Gatwick Diamond Business Awards are a well-established highlight of the business calendar, celebrating the achievements of individual businesses and business people across a wide range of categories. Importantly, they also showcase the success of the Gatwick Diamond economic area as major driver of the regional and national economies. In 2022, the awards were hosted by TV presenter Russell Kane and East Surrey College Engineering (HNC) student George, won the top award of the night, Apprentice of the Year. The Award celebrates George's outstanding progress, commitment to his personal development, and progression during his Apprenticeship at Gatwick Airport Ltd.

# OUR CORE VALUES

## Collaboration and partnership

Our partners enable us to put down strong roots in our communities. We have a long tradition of working in partnership with a broad range of organisations including universities, further and higher education providers, schools, small, medium and large employers, local authorities, statutory bodies, Chambers of Commerce, and community organisations. Our proximity to Gatwick Airport and our foothold in south London make us a particularly attractive partner. We are proud to host at our Colleges and to actively participate in employer events, working in close partnership. Collaboration with our many partners helps us provide more opportunities for students, business development and community engagement to support their life fulfilment where partners work together to provide an inter-connecting and holistic offer.



## Developing fulfilling lives

Wellbeing is at the heart of our values, and we recognise that how people feel has a massive impact on their ability to develop fulfilling lives. When people are happy, have a sense of belonging to their community and feel well, they are able to focus on the task at hand better and have more resilience to take on any surprises life may throw at them. This is why we focus on ensuring our Colleges are welcoming, diverse and safe places for our students and staff, creating a culture of kindness and tolerance. We ensure our environment is inclusive, affirming, and equitable; recognising students' diverse identities and valuing them as assets, ensuring we support students with English as a second language needs and increasing digital inclusion for adults in our communities.

## Connecting with our community

Community involvement provides a sense of belonging and social connectedness. People's lives are richer and fuller when they are included and can contribute to the area in which they live. We encourage people to seek new opportunities and contribute as employees, volunteers, partners, community builders and valued neighbours. We support people to live fulfilled lives in our vibrant communities where together they can achieve extraordinary things. Some of our current projects include a community initiative with a group of our Life Skills – SEND students (special educational needs and disabilities) working with Merstham Community Facility Trust (MCFT), a local charity supporting residents in Redhill and Merstham; our Intergenerational Event where older members of our local community in Selsdon are treated to a day of pampering courtesy of John Ruskin College Hair & Beauty students; Social Responsibility Day where staff members from across the Orbital South Colleges Group share their time, skills and expertise with local groups and charities.



## Working in partnership with schools

Our School Liaison team supports schools, students and parents providing them with the information, advice and guidance needed to make informed decision about the next steps in a student's academic journey after their GCSE's. Activities offered include school visits, assembly presentations, taster days, college tours plus more. These services support schools to meet the Gatsby Benchmarks in line with the Government's Careers Strategy for Schools and Colleges.



## Upskilling and reskilling

We enable people of all ages to access the education and training they need throughout their lives, ensuring that opportunity is there for everyone. As the rate of technological change increases, further and higher education will be crucial to building an agile and adaptable workforce. We place employers at the heart of developing our programmes, tailoring our courses to meet the needs of businesses to ensure people can learn the skills needed to get great jobs as well as upskilling and reskilling to take advantage of opportunities in growth sectors.



## Sustainable futures

As a values-driven organisation, we recognise we have a central role in creating a sustainable future, which meets the needs of the present without compromising future generations. Orbital South Colleges seeks to offer the highest quality experiences to its staff, students and employers while using our resources in an effective and efficient manner from the curriculum we deliver to the carbon footprint of our campuses. This is why we have signed up to the Colleges' Sustainability Charter. We recognise we have a duty to develop students who are more environmentally aware and are able to make informed choices. We also work with employers to 'green up' our curriculum, develop more training linked to green technologies and ensure sustainability features within all our courses.

# OUR KEY DRIVERS

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## Green Tech

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We believe in climate-friendly education to ensure a sustainable future for our students and our communities. As the UK endeavours to become a net zero economy by 2050, the transition to a green economy requires a workforce with the right skills. This requires a greater focus on emerging low-carbon industries, environmental goods and supplying an increased demand for sustainable construction and infrastructures.

We recognise that our role lies in not just embedding climate-friendly principles in our own buildings, staff and students but also equipping the workforce of the future with the skills to take advantage of the opportunities presented by Green Tech industries, from the technical skills to install, manage and repair ground source heat pumps to the construction skills needed to retrofit buildings to make them more sustainable.

## Digital Tech

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The pace of technological change is accelerating and changing the shape of the labour market and we must prepare our students and local people for jobs which are yet to be created.

Our approach has been to extend and enliven students' learning by investing in innovative, industry-standard equipment and training to equip students with the technical and soft skills they will need to seize the opportunities presented in a more digitally led economy. We have already created digital learning spaces and developed a Digital T Level Centre to provide students with the foundation skills needed to build careers in all sectors from construction and surveying to electrical and manufacturing engineering,



## Health & Social Care

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The Health & Social Care sector is undergoing radical and rapid change.

Developments in frontline health and social care mean there's a demand for well-trained and multi-skilled people across a range of rewarding employment opportunities.

Employers want training that is innovative, up to date and which delivers first class nurses and other health care professionals with the skills and confidence gained from working in real life settings.

By collaborating with our partners in the NHS and local businesses, our Health and Social Care provision is helping to fill skills and employment gaps as well as support our communities.

**“Gatwick Airport Ltd and East Surrey College work very closely together to ensure that our Engineering Apprentices receive the very best learning experience. The training the apprentices undertake is of the highest standards and East Surrey Colleges commitment to providing the very best teaching is a vital component in the training of our future engineers.”**

Engineering Apprentice  
Lead at Gatwick Airport

# A NUMBER OF OUR KEY PARTNERS



“Their well developed careers support offer is an exemplar in its field that assists countless people to make long term career choices and gain well recognised academic and vocational qualifications across a wide portfolio of areas.”

Acting Chief Executive, Coast to Capital



# WHAT WE WILL DO

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Orbital South Colleges continues to go from strength to strength building on the strong foundations of each College.

We look forward to continuing to collaborate with our community to deliver high quality courses which equip students with the skills and knowledge needed for the future

Jayne Dickinson  
Chief Executive  
Orbital South College Group



## WHAT WE WILL DO FOR Our Students

We will create exceptional learning experiences, which are both flexible and accessible with impactful, high-quality learning and feedback

We will significantly improve the choices, experiences and outcomes for students, enabling you to achieve your full potential and thrive

We will support you to develop excellent workplace behaviours and transferable skills, enabling you to progress and remain career-focused through lifelong learning



## WHAT WE WILL DO FOR Our Employers

We will co-create an exciting and responsive curriculum that empowers our students to become highly enterprising and employable

We will collaborate to develop solutions to skills and employment gaps, creating opportunities for upskilling and re-skilling to support our regional economy

We will promote talent, connecting employers to a pipeline of new, local staffing recruits through our Careers Team



## WHAT WE WILL DO FOR Our Staff

Our culture will value and sustain an enthusiasm for professional development and build progressive career paths

We will shine as an employer of choice, which recognises and values our staff's quality and contribution to delivering and supporting learning

We will create an environment where our staff can feel fulfilled, supported and confident; we will listen to you and act on your recommendations wherever possible

# OUR STUDENT JOURNEY

**Your education and experience are our top priorities. That's why our Client Services and Student Support teams are on hand to advise and support you throughout your educational journey.**

Our Colleges offer state-of-the-art facilities, fantastic teaching and enrichment opportunities, all in a supportive, student-led environment. Our subject areas each have their own dedicated spaces, meaning you will be surrounded by relevant industry equipment, specialist teachers and like-minded peers. Our tutors are here to encourage and support you as you explore and develop. We have excellent connections

with a substantial number of local and national employers, universities and an amazing activity programme, helping you to meet new people, learn some new skills but also to have fun through our wide-ranging enrichment programme. All our staff are trained in safeguarding to help ensure our Colleges are safe places for you to study and we're committed to promoting the importance of your mental health and wellbeing through our

## ENGAGE

We will meet you at various events at your School or 6th form, as well as invite prospective students on site to experience the College environment. Home Educated students are welcomed and are reminded to visit the website and follow the Colleges on social media to keep up to date with the latest news and events.

There will be various events where you can interact with us; Careers Fairs, Taster Days and Transition Events, Careers and Parents Evenings; you can visit one of our Open Events; meet our careers team and research us online. However, and whenever, you choose to access us, you will find the guidance and support you need to make right choices for your future.

## APPLY

Once you've decided on the course you are interested in, you can apply online, via post, or visit our Client Services team. We accept applications throughout the year but it's better to apply early as many courses are very popular. Our professional, friendly teams will be on hand to support you through every step of the process and we have dedicated Schools Liaison staff who work with our schools to give additional support.

**Adult students** are invited to visit us at Open Events or to contact our Client Services team for more information about their course and process for enrolment which may include an advice and guidance interview.

## JOINING OUR COMMUNITY

You will be welcomed into our friendly, supportive and vibrant student community. You will be supported every step of the way to achieve your potential through a range of different learning experiences, including inspiring work placements.

You'll be allocated a personal tutor who will help you set goals, give guidance and support you to achieve your full potential. You will be able to take part in a range of activities and be part of our Student Unions.

## ENROLMENT

You will be invited to come and enrol at the College in the summer. If you didn't do as well as you had hoped in your school exams or if you do even better – don't panic. We will work to offer you a more appropriate course, often leading to your first choice at a later date or a higher-level course where suitable.

## YOUR OFFER

Following this, you will be offered a conditional place which will be confirmed at enrolment when you provide your exam results. Adult students with appropriate qualifications are usually offered unconditional places following a successful interview.

## ADVICE & GUIDANCE INTERVIEW

Once you have applied, you will be invited for an information, advice and guidance session where we can find out a bit more about each other and discuss every aspect of the course you have chosen. This is an important opportunity for you to make sure this is the right course for you and for us to fully explain the details and requirements of your course.

## CELEBRATING SUCCESS

We love seeing our students succeed and look to celebrate your achievements not just through our Exhibitions, Awards and End of Course celebrations, but also through our community support. We commit to celebrating your milestones with you throughout your time at College.

## THE FIRST STEP TO YOUR FUTURE CAREER

While studying with us, you will have access to a wide range of resources at your fingertips including a dedicated Careers Team. We're here to support you by assisting with job and university applications, giving individual advice

and guidance, helping you to find work experience placements and providing all the information and guidance you need to find your future career. We will continue to provide guidance to you throughout your career.

# OUR EMPLOYER JOURNEY

Working with our partners in industry, it's clear the appetite for building the next generation of talent and giving back to our communities has never been stronger.

All businesses are asking themselves similar questions – how do I build a strong talent pipeline? How do I increase the diversity in my workforce? How do I best deliver against our social value commitments?

By collaborating with us, employers are able to provide essential input into finding solutions to skills gaps and labour shortages, future-proofing their talent pipeline, helping us to unlock the potential of our students and giving back to our communities.

## ENGAGE

Whether we meet you through our community's vibrant business networks, or you find us online or through recommendation, we want to engage in regular dialogue with you, planning for the future, sharing labour market insights and identifying how to develop a pipeline of future talent to meet industry needs.

## DEVELOP

We will extend our close working relationship with you in our local areas and beyond to collaborate in curriculum development and student

employment, generating a wider range of career and training possibilities and greater access for employers to talented, well-trained potential employees.



**“We have been working with East Surrey College for a number of years for the Apprenticeship provision at our Crawley site. Their flexible, tailored and accommodating approach ensures we are able to design and deliver programmes that meet the needs of the business and the individual.”**

Head of Apprenticeship Development at Thales UK

## SUPPORT

Our Employer Services team offers a wide variety of services to local businesses and can advise on Apprenticeships, workplace training and eligibility for funding. Whether you're a small, medium or large

business or even self-employed we can help find a flexible training programme to meet your requirements. Our work-based training provides industry standard qualifications relevant to individual roles.



## INVOLVE

We will collaboratively develop a great workforce for the future, providing you with opportunities to design programmes for future careers, mentor students and share live business issues and solutions.

## FUTURE

Long-term relationships are developed creating a continuous stream of opportunities for students, delivering a tangible impact on businesses and our economy.

# OUR STAFF JOURNEY

**Orbital South Colleges continues to be an employer of choice in the sector. Inspirational teaching and the dedication of all our staff supports the continuing growth of our student success.**

Our culture encourages personal development and builds progressive career paths. We are committed to creating an environment where our staff feel their voices are heard and they are valued for their contribution to the success of both our students and our business. Our staff feel connected and have a sense of belonging with their team and the College Group, from day one. They come to

work and be themselves at their best, within an organisation which is accepting and inclusive. We hold staff focus groups, act on staff surveys and have a growing range of onsite staff activities. Our Staff also benefit from taking part in community volunteering days, conferences and our staff development programmes which are popular and very well received.

## ATTRACT

The benefits of working at Orbital South Colleges may attract you. In addition to our friendly, welcoming and supportive working environment, we offer a competitive rewards package, flexible working (where roles permit), staff development and opportunities to progress your career.

## APPLY

You can contact us directly to discover opportunities or our current vacancies through our website. We actively seek candidates with industry experience and we have a transparent and professional process, which aims to create a positive candidate experience. We are committed to equal opportunities in all areas of work and student life, including recruitment and selection.

We value our diverse workforce and ensure applicants are not discriminated against or disadvantaged by unnecessary job requirements. Equality and Diversity, Safeguarding and the Prevent Agenda are fully embedded into College life and commitment to these initiatives is essential from each staff member and student.



**“The supportive environment enables us to teach which gives our students the best chance at success.”**

Programme Manager,  
John Ruskin College

## DEVELOP

We are committed to developing our staff, ensuring the quality of teaching, learning and assessment. We provide mentoring, coaching and staff development including Deep Dives which focus on a theme or type of provision to pull out strengths and weaknesses.

You will receive support from our Advanced Practitioner team to coach and mentor you, e-learning programmes, independent personal Continuing Professional Development and take part in our internal training, red weeks, conference days and social responsibility days.

## JOINING OUR COMMUNITY

You will be welcomed into our friendly, supportive and vibrant Group where you will find a sense of belonging, an active social life and a place in our wider communities. We invest in our people and we will set you up for success in a productive career by providing a range of support, a professional development

programme and the resources to carry out a first-class job. You will spend time with local businesses and employers, helping you keep up to date with industry changes and refreshing your skills and understanding, able to bring fresh ideas and outlooks back into our colleges.

## EXPERIENCE

We value our staff. Their wellbeing is one of our top priorities. An emotionally supportive workplace, with a free confidential wellbeing help service, we offer recognition and appreciation initiatives, understand the value of promoting from within, and creating a feel-good community environment where our staff look after each other as well as their students.

# OUR FACILITIES



Television & Film Studio



Music Studio



Gym



Art Studio



Sports Hall



Library



Digital IT Suite



Construction Skills Centre



Engineering Workshop



Brickwork Workshop



Commercial Hair Salon



Science Lab



Learning Resource Centre



Avalation Classroom



Motor Vehicle & Motorsport Workshops



**ORBITAL  
SOUTH  
COLLEGES**

**East Surrey College**  
Gatton Point  
London Road  
Redhill  
Surrey RH1 2JX  
01737 772611  
[www.esc.ac.uk](http://www.esc.ac.uk)

**John Ruskin College**  
Selsdon Park Road  
South Croydon  
CR2 8JJ

020 8651 1131  
[www.johnruskin.ac.uk](http://www.johnruskin.ac.uk)

