# New Image

# 1. Background

Gateway College was opened in 1928 as a boys’ grammar/technical school and became a Sixth Form College in 1976 as part of the reorganisation of secondary education in the City of Leicester. Today the College is a mixed open access college hosting 1,700 full time students, mostly aged 16-19, and with an annual turnover of £8 million.

In August 2009 Gateway moved from the city centre to a new 12 acre purpose built site in Hamilton, situated 3 miles to the north east of the city, on the borders of Leicestershire.

Leicester city contains three Sixth Form Colleges in total with a prime responsibility to meet the needs of students who live within the city itself. The large majority of new entrants come to Gateway College from the 11-16 age band schools who serve the local area. Other students transfer from 11-18 age band schools, from schools and colleges situated in the county area and beyond, as well as from Independent Schools. Gateway is the only Sixth Form College serving the north of the city and county.

**2. Aims of Gateway College**

At Gateway College we pride ourselves on the special care and attention we pay to meeting the needs of each individual student, negotiating a learning programme tailored to meet their needs within an orderly and supportive environment. We are committed to the maintenance of high standards, to the care of the individual student and to providing every student with the opportunity to do well, succeed and contribute to the wellbeing of others.

We seek to develop in our students respect for other people, moral values and an understanding of the variety of traditions in a multicultural society.

We are proud of the quality of our environment and provision, and our responsiveness to individual needs. Our staff support this philosophy, and students and visitors to the College frequently comment on the welcoming and friendly atmosphere and the level of support and encouragement they enjoy.

**3. The Gateway College Culture**

In addition to the central tenets of **mutual respect** and **success for all** there are two key features of our College Culture. They are:

**Students come first:** First and foremost, the role of the College is to enable students to achieve their potential, and it is this belief that drives the culture and activity of the College. It is also embedded in the College’s recruitment and personnel strategies and is expected that anyone who joins the College will share this philosophy.

**All staff employed at the College are team players:** Whilst every member of staff has a specific role to fulfil, their ability to do this successfully will depend to a large degree on their ability to:

* co-operate with others,
* lead by example, if they are operating in a management capacity,
* support colleagues in whatever way is appropriate
* seek support when this is necessary to enable them to fulfil their role.

The extent to which individuals can work with others a critical determinant in their appointment to the College.

Gateway College seeks employees who:

• care about the success of students and enjoy working with them

• set high standards for themselves and seek them in others

• are team players, with the ability to be a member of several teams

• enjoy challenges and working in a busy environment

• are totally professional and take pride in their work

• have excellent interpersonal skills and are good communicators

• demonstrate a can-do attitude

• want to work in a student-focussed environment

We only wish to employ people who continuously seek to improve the standards of the education and services we offer and who want to make a difference to the lives of young adults.

**4. The Curriculum**

Gateway currently offers a wide variety of courses leading to a range of qualifications from entry level to level 3 (Advanced), consisting of either GCEs or BTECs. Internal progression to level 3 is offered by a full range of options at entry level and levels 1 and 2.

The College caters for students with learning difficulties and disabilities (LLDD) and provides a specialist centre for physical care and support. These students are integrated across a full range of courses and are supported by an effective team of Education Care Support Workers (ECSW).

**5. Pastoral Care**

Gateway aims above all to be a caring community in which all students can participate fully and feel that they are valued. Emphasis is placed on self-discipline, motivation and learning. The pastoral system is provided through a team of Progress Coaches.

Standards of behaviour are important to us to ensure that our students are well prepared for the world of work or further study. Behaviour is defined by our Code of Conduct and Student and Staff Contracts that are signed during induction.

Gateway prides itself on its partnerships, working with schools, employers and universities. The College is a member of the consortium of Leicester schools and colleges called LIASE who have established transition arrangements for smooth progression from school to college. There is a common application system called UCAS Progress that is used to co-ordinate and manage student applications.

**6. The Organisation**

**6.1 Governance**

The College’s Governing Body comprises of members who reflect the major interest groups of the College and its communities. The Board is experienced and well established, reflecting the variety of interest and skills necessary to steer the strategic direction of the College and support the Principal and Executive Team in the implementation of the College’s Strategic Plan.

Governors support the operation of the College and monitor its performance through a number of sub-committees including Audit; Finance, Staffing and General Purposes; Remuneration; Search; Standards and Quality; and Student Affairs. Meetings are well attended and governors are visible in their involvement with and support of the College. A strategic planning event is held annually with Governors and College Managers.

**6.2 Leadership and Management**

The College’s Executive Team is led by the Principal and supported by two Vice Principals and two Assistant Principals.

The College’s curriculum is currently organised into the nine programme areas with each area led by a Programme Area Manager (PAM). Corporate Services support the curriculum and are provided by specialist teams.

The College staffing comprises in excess of 160 individuals split between Teaching and Corporate Services.

**7. Quality**

Gateway College strives to embed a culture of continuous improvement for students and staff alike.

In October 2016 Gateway College was inspected by OFSTED and was graded “Inadequate”. Following publication of the report, the Governing Body approved a Post Inspection Action Plan detailing significant change. A new Chair of the Governing Body was appointed, together with a new Executive Team led by an experienced Interim Principal. All staff at the College have worked both individually and collectively to make sustainable improvements to Teaching, Learning and Assessments. Whilst it is too early to evidence improvements it has been externally acknowledged that new key strategies adopted are starting to have a positive impact at the time of writing this.

The basis of the College’s quality system has been reinforced as a process of review at all stages in the learning process and planning cycle. A systematic approach has been adopted to the collection of evidence on which to base judgements about performance throughout the organisation. Internal and external benchmarking has been applied in all of the curriculum areas. Challenging but attainable target setting, action planning, training and development, and monitoring are consequential activities that support and underpin improvement.

Students are encouraged to play an active role in the review process, and their views help to formulate the College’s plans for improvement. The learner voice is important to us and various strategies are used to hear and respond to student feedback. There is a strong and active, elected Student Executive Committee.

All staff across the College participate in quality improvement processes as teams and as individuals. Curriculum and Corporate Service self-assessment reports are aggregated to form the whole College self-assessment report.

**8. The College Finances**

The College’s financial position is sound with a budget of £8 million. The Education Funding Agency (EFA) awarded Gateway an ‘outstanding’ status in this category in 2015/16.

Diversification of income is limited but will continue to be sought, whilst at the same time ensuring that Government funding is managed as efficiently and effectively as possible. Budgets are largely devolved to Managers who report regularly to the Executive Team.

**9. Accommodation**

The building can accommodate up to 1,600 students at any one time. It is based upon a ‘street and pod’ design. Students are taught in a variety of classrooms comprising IT suites, laboratories, specialist workshops and standard classrooms.

The range of facilities include a 156 seater theatre, a four court sports hall, a fitness suite, a football pitch, a multi-use games area, dedicated music rooms, a recording studio and specialist facilities for SLDD students. A large learning resource centre (LRC) provides opportunity for students to enhance their studies. An independent learning centre fully equipped with computers and printing facilities is available for students during their study periods.

The latest technology is available including modern ICT, laboratory and workshop facilities and building management systems.

The campus also boasts impressive sustainability features including biomass heating, photovoltaic cells, rainwater harvesting, natural ventilation systems and sustainable lighting facilities.

The College promotes sustainable methods of transport and has a £50 per year car parking charge in place for staff.

If you would like further details about the College please contact Gail Booth, HR Officer on 0116 2744500 or email gbooth@gateway.ac.uk.

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