

COLLEGE VALUES



excellence
for Tameside



Tameside
College



Clarendon
Sixth Form College



COLLEGE MISSION:

“Tameside College and Clarendon Sixth Form College will transform lives by offering first class education and training in order to improve employability and generate economic prosperity.”



JACKIE MOORES
Principal / CEO

MESSAGE FROM THE PRINCIPAL / CEO

WELCOME

I was very proud to become the Principal and CEO of this college in December 2015 and since then we, as a staff, have accomplished considerable and significant change.

We have had 3 Ofsted inspections, which clearly outline the strengths of the college. The latest inspection in March 2024 gave the highest ever Ofsted rating which the college has had. Further, it is the best Ofsted outcome of Greater Manchester FE Colleges. Our achievement rates are very high for all types of learning. We are financially secure and have continued to grow in size as a college. We are now nearly double the size we were in 2015; reaching more learners, employers and apprentices in Tameside & surrounding areas. We have consistently grown our market share, securing the majority of school leavers from Tameside schools. We have exceeded our adult targets for over 7 years and more 16-18 learners attend our open events, interview evenings and taster days – significantly growing our reach. We benefit from excellent and productive relationships with key partners, including schools and employers. Staff, learner and employer feedback continues to strengthen further. The challenge now is to maintain these very high levels of satisfaction, well above national comparators. 'Vision Tameside' our estates improvement strategy and in partnership with Tameside Council continues. This has provided environments in which to learn and work, which compare

with and surpass the best nationally. Significant investment has ensured we provide industry standard resources and digital learning technology to keep ahead of a rapidly developing FE sector. We provide outstanding learning experiences for our learners and key stakeholders.

It is our staff team who have enabled the improvements in the college which we see today. We have significantly improved all aspects of the college, together. We have become transformational in our approach to providing an outstanding experience for learners. In order to achieve excellence in all that we do, we need your continued engagement as staff and learners. I am proud to relaunch our college values and behaviours framework to clearly align them to our latest strategic plan for 2025 to 2030 and our commitment to achieve 'Excellence in People and Culture'. Our values and behaviours have been determined by our staff, learners and Governors. This framework provides an expected set of behaviours in how all in the college community learn and work together. It underpins our continued improvement journey and to be the best we can be, for our learners, employers and our local residents.

Thank you for your continued support and efforts to make this College truly outstanding.

Jackie Moores



Excellence through Learning



LEARNERS STATE THEY WILL:

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*Actively contribute to
their individual and
team development and
improvement*

- always be prepared and ready to engage in learning
- complete all work on time and to a high standard
- act quickly on feedback given
- be responsible for their own learning
- ask for help and support

LEADERS AND STAFF STATE THEY WILL:

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*Ensure learners
develop knowledge,
professional and personal
skills, character and
independence:*

- know and understand our learner needs to deliver engaging learning and support activities
- encourage learners by feeding back what they do well and supporting them in how they can improve

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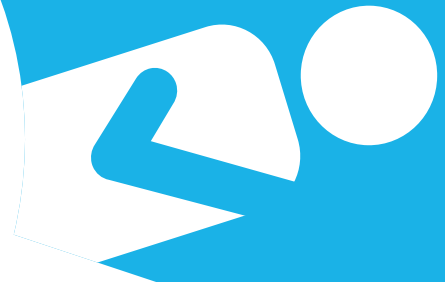
*Foster a learning
organisation where all
leaders, staff and learners:*

- have high aspirations, develop skills and share knowledge
- continually improve through reflection and learn from mistakes
- embrace innovation and try new things





It's my Responsibility



LEADERS AND STAFF STATE THEY WILL:

- know what they need to do within their role and fulfil expectations
- be accountable for their decisions and actions
- be professional at all times, leading by example
- inspire others to go the extra mile
- have a positive, 'can do' attitude: seek solutions and avoid blame
- wear their ID badge at all times

LEARNERS STATE THEY WILL:

- have high expectations of themselves and aspire to do their best
- adopt and portray an independent and 'can do' attitude
- have a positive and focused work ethic
- behave responsibly and appropriately
- be organised, equipped, punctual and attend all lessons
- wear their ID badge at all times



Work Together

LEADERS STATE THEY WILL:

- gain awareness of and understand all aspects of college life by spending time with staff, learners and stakeholders

LEADERS AND STAFF STATE THEY WILL:

- remove barriers to learning; supporting well-being and building resilience
- communicate openly, effectively and listen to feedback
- work collaboratively, understanding and valuing each other's needs and priorities, avoiding silos
- work smartly and reduce bureaucracy by doing the right things, the right way first time
- make a positive contribution, coaching and supporting each other
- work effectively with key stakeholders, e.g. parents, employers and partners

LEARNERS STATE THEY WILL:

- contribute and participate in learning
- make a positive contribution to the College community
- help others when needed
- communicate with staff if there is a problem or if support is needed
- not leave anyone out





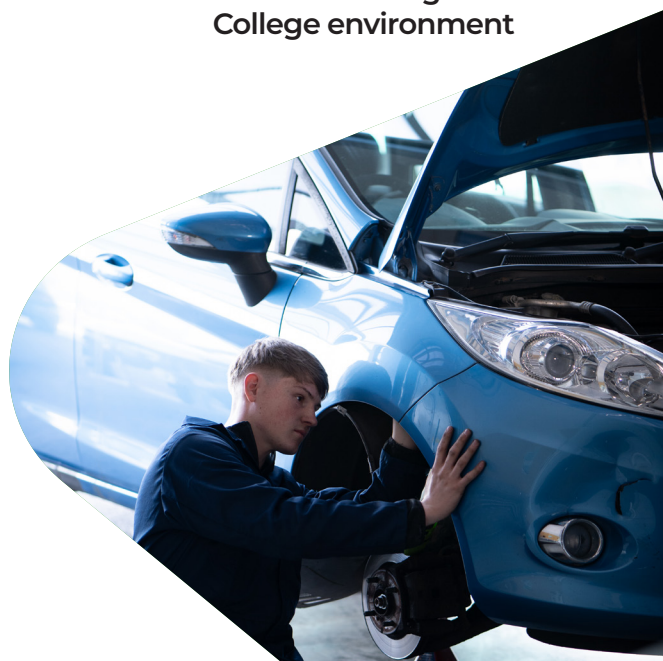
Value & Respect each other

LEADERS AND STAFF STATE THEY WILL:

- recognise and reward excellent performance and behaviour
- create a safe, inclusive and productive environment
- treat everyone fairly, with dignity and mutual respect
- appreciate the needs of others
- promote well-being and achieve a healthy work-life balance

LEARNERS STATE THEY WILL:

- be respectful, polite and courteous to everyone
- encourage, praise and support each other
- appreciate that the needs of others may be different to your own
- be tolerant, listen and be open to the views and opinions of others
- respect and positively contribute to the upkeep of their learning and wider College environment





Act with Integrity

LEADERS AND STAFF STATE THEY WILL:

- put learner needs at the heart of decision making
- develop and maintain professional relationships based on trust and fairness
- resolve conflict and supportively challenge inappropriate behaviour
- act and make decisions in an open and transparent manner
- be honest and approachable to all

LEARNERS STATE THEY WILL:

- not accept any form of bullying or conflict
- be honest and trustworthy
- accept responsibility and not blame others for their poor attitude or behaviour
- contribute and be proud of their work, not taking credit for the work of others



PROFESSIONAL STANDARDS AND VALUES FOR STAFF AND STUDENTS

Staff and students to have their **ID membership clearly visible at all times** whilst on College campuses.



The use of inappropriate or **offensive language** or **behaviour is unacceptable.**



No food and drink (except water)

to be consumed within teaching and learning spaces, corridors or stairways.

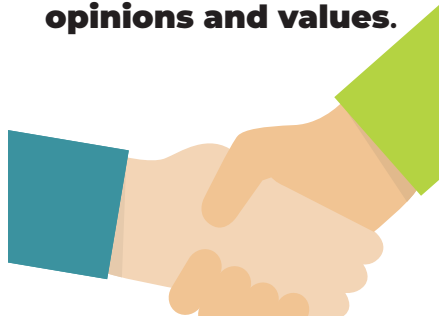


Students must **bring appropriate equipment** required for learning at each session.

Students are to **attend and be punctual to all lessons** as absence and lateness means missed learning opportunities and also disrupts others.



Staff and students to have respect for each **other's opinions and values.**



Mobile phones are **only to be used appropriately** to support learning.



Staff and Students should use appropriate **Personal Protective Equipment** for the context of the learning environment.



No hoods up when in College please.