

Four College



Strategy 2030



foreword

At Dundee & Angus College, we believe in the power of education to transform lives and strengthen communities.

The 2030 'Our College' strategy is our shared ambition to create opportunity, build resilience and drive positive change across our region. It puts students at the heart of everything we do, supports and values our people and commits to working hand-in-hand with partners to make a lasting impact.

This is more than a strategy, it's a promise to be bold, inclusive and relentless in our pursuit of a better future for all.

Laurie O'Donnell
Chair of the Board

Simon Hewitt
Principal

Introduction

Dundee & Angus College is a bedrock of our community and economy, an 'anchor institution' delivering high quality education, support and outcomes to all parts of the D&A region. In the past decade of success we have:

- Qualified **100,000** students, of whom:
 - **12,000** had a disability
 - **4,000** were Care Experienced
 - **24,000** were from the region's most deprived areas
- Processed **200,000** student enrolments
- Worked with **10,000** company partners
- Delivered a **£530,000,000** impact to the Scottish economy

Despite a hugely challenging fiscal and educational landscape since 2013, D&A College has clearly delivered impactful outcomes for our communities. This was evidenced through the work of our 2020 to 2025 Strategy, which placed strategic focus on thriving communities and key partnerships.

Building on that excellent work, we now embark on a creative, bold and ambitious plan for the future of college delivery to benefit the people of Angus and Dundee. Over the coming 5 years, D&A turns its focus to 'Our College', continuing the essential work of being an anchor institution in our communities and networks.

After a hugely successful focus on the external, D&A sits in a well-connected, well-respected position. In announcing our 10 year estates infrastructure vision in November 2024, we have taken the aspirational and inspirational step of defining our D&A future for the benefit of our students, staff and the broader employability landscape in our region.

Through the 2030 'Our College' strategy, D&A will focus on the culture, values and sustainability of the College, exploring who we want to be for a new working and learning environment and new working model, building our culture internally and externally with our staff, students and stakeholders.

This strategy clarifies
our purpose - our 'why'.

our students
staff
campuses
impact

We're at our strongest when all four are aligned and supported.

our

vision &
mission

our College

Vision: to inspire, enable and empower our students and staff to thrive and succeed.

Mission: to deliver high-quality, inspirational education, skills, training and support that is accessible, inclusive and meets the needs of our students, staff, industry and communities.



Success is different for every student, we want all our students to learn, develop, thrive and achieve **their** success.



Student Story
Ollie's Cyber Security Journey

[Read it here](#)

our Students

Objectives

- 1 Enable Student Success:** Enhance student success and satisfaction by creating learning that is inspiring, enabling, engaging and sustainable.
- 2 Provide Inclusive Education:** Ensure all students, regardless of background, have access to the high-quality education, skills, training and support needed for them to succeed.
- 3 Develop Career Readiness:** Equip our students with the confidence, skills, experience, enterprise mindsets and attributes needed to create routes and opportunities for successful careers in their chosen fields.

Key Actions

- Expand and develop our part-time and work-based learning options and pathways to meet the diverse economic and social growth needs of our region.
- Enhance transitions and the wrap-around support our students need to succeed.
- Build on our academic, business and community partnerships to provide our students with inspirational learning experiences that improve lives, grow our economy and support entrepreneurial skills.
- Develop sustainability-focused, adaptive and interactive learning and teaching that motivates our students to develop their knowledge, skills and experience, empowering them to succeed.



We believe in investing in our staff to support diverse and engaging career pathways which benefit individuals, teams and students.



Staff Spotlight
Amy Yeats

[Read it here](#)

our Staff

Objectives

- 1 Champion Professional Development:** Continue to enhance the skills, growth and futures of our people through comprehensive and career-long professional learning.
- 2 Embed Wellbeing and Support:** Co-create a supportive work environment that embeds wellbeing and sustainability within our outcomes and enhances the experience of our people.
- 3 Role Model Leadership and Culture:** Create and encourage a collaborative, proactive and confident, coaching culture for all staff in all roles, that nurtures innovation, ownership, accountability and aspiration.

Key Actions

- Provide and promote effective, reflective and sustainably driven career long professional learning (CLPL) programmes and opportunities that meet the needs of the diverse roles and aspirations within our College.
- Engage all of our staff across all parts of our College through cross-college initiatives that provide opportunities to connect, support and develop our staff community.
- Develop future leaders from within our existing people and promote a reflective, value-based ethos and culture of success.
- Co-create a culture of wellbeing, coaching, professional learning and sustainable living that supports staff to thrive.



We have a bold and exciting vision for the future that will deliver for our students, staff and our region.



College transformation

Proposed major new campus developments in the centres of Dundee and Arbroath.

[Read it here](#)



our Campuses

Objectives

- 1 Deliver our Infrastructure Ambitions:** Co-create and maintain digitally enabled, sustainable and state-of-the-art facilities and environments that engage staff, students and stakeholders, and support innovative teaching, learning, working and service delivery.
- 2 Drive Sustainability:** Ensure our campuses and operations are sustainable, energy-efficient and deliver our net-zero ambitions.
- 3 Culture of Welcome:** Make our campuses inclusive, accessible and welcoming for all our students, staff, stakeholders, partners and communities.

Key Actions

- Enhance our 'culture of welcome' through specific policies, projects and actions, that ensure that our students, staff and stakeholders feel supported and safe.
- Deliver key infrastructure developments, promoting a culture of welcome and supporting the College journey to our 10-year infrastructure vision.
- Create a net-zero culture, embedding sustainable practices and green technologies across all campuses, and throughout our learning, teaching and service delivery.
- Create and deliver an ambitious Digital Strategy, ensuring digital accessibility, providing assistive technologies, embedding data within our operations and aligning learning, teaching and services with sustainability and transformative technologies such as AI and automation.



Our College changes lives and impacts people in positive ways – everything we do is to inspire, enable and empower our students and staff to thrive and succeed.



Impact Spotlight Curling Festival Inspires Pupils

[Read it here](#)

our Impact

Objectives

- 1 Strengthen Community Connections:** Deepen our relationships with our internal and external communities by growing partnerships and collaborative projects that deliver mutual benefit and address shared needs and opportunities
- 2 Drive Economic Growth:** Contribute to our local and national economies by creating a skilled workforce, supporting local businesses, delivering financial stability to our College and maximising our regional social and economic contribution.
- 3 Be Trusted and Respected throughout Scotland:** Increase the regional and national reputation and visibility of our College for the benefit of our students, staff and stakeholders.

Key Actions

- Grow and sustain strategic partnerships with local organisations, schools and third sector groups that improve the lives, opportunities and outcomes of our communities, tackling key regional issues such as poverty, economic activity and participation.
- Develop new income streams through strategic decision making and prioritisation of involvement in local / national projects.
- Add significant additional value to our region through partnerships, projects and activities aimed at addressing regional economic challenges and supporting economic growth and transformation.
- Promote the success and capabilities of our College, enhancing our reputation regionally and nationally through our actions and through the implementation of strategic marketing, communication and engagement plans.

conclusion



We are a high performing, creative and values-driven College supported by a community of excellent staff who go the extra mile to support our students to achieve their full potential.

We are already doing much of the work associated with achieving our goals because we are ambitious for ourselves and our students. This strategy is about focus on the core activities, services and values that make D&A what it is.

We recognise the challenges facing our region in relation to economic inactivity, socio-economic barriers and employability. This strategy will support the College to deliver for our region as we work closely with partners to make best use of the public sector funding available to us.

Our staff, students, stakeholders and wider community are crucial in meeting these ambitious goals.

Together, we will make significant improvements to the lives of those in Angus and Dundee who need the College to help them reach their potential.

Strategy family documents and references

- Student Friendly / Student Written 2030 Strategy
- Student Charter
- Leadership Excellence Framework
- Wellbeing Strategy
- Digital Strategy
- People Strategy

2030 Strategy Measurement Plan

| Proposed Measurement | Current Baseline | 2030 Target |
|---|------------------|-------------|
| our Students | | |
| 1 SFC Student Satisfaction Survey: Overall Experience | 94% 23/24 | 97% |
| 2 Student Success: (10% most deprived postcode areas: SIMD10) | 66.1% 22/23 | 73% |
| 3 Student Success (16 -19 year olds) | 52.1% 22/23 | 75% |
| 4 Student Experienced: Care Experienced | 57.6% 22/23 | 70% |
| 5 Progression to a Positive Destination | 92.2% 21/22 | 94% |
| 6 Progression to Employment | 12.7% 21/22 | 15% |
| 7 Growth of Part Time Portfolio | 367 23/24 | 500 |
| our Staff | | |
| 8 Staff Satisfaction (Engagement / Happiness indexes) | 81/76 23/24 | 85 / 80 |
| 9 Number of CPD Events Supported / Delivered | 317 22/23 | 450 |
| 10 Engagement in a D&A Leadership Programme | - | 40 |
| 11 Increase the number of internal D&A Events | TBC | TBC |
| our Estate | | |
| 12 Secure Funding for Long Term Estates Vision | £5m | £265m |
| 13 Student Experience Survey: Places & Platforms | 86% 23/24 | 90% |
| 14 Reduce Carbon Emissions (Scope 1 & 2) | 2033 t 21/22 | 0 |
| 15 Create, implement and deliver our 2030 Digital Strategy | - | Delivered |
| our Impact | | |
| 16 Proportion of Income that is SFC grant funded | 79% 23/24 | 75% |
| 17 Proportion of Expenditure that is staff costs | 71% 23/24 | 68% |
| 18 Develop new model of support with Employability Partners | - | - |
| 19 Enhance the Profile of D&A | - | - |

