

INVESTOR IN PEOPLE CASE STUDY: TRURO COLLEGE



STAFF TRAINING AND DEVELOPMENT HELPS COLLEGE PERFORM ABOVE NATIONAL AVERAGE

Truro College's continuous drive for improvement helps students get off to the best possible start in life.



INVESTOR IN PEOPLE

Truro College is a tertiary college based on a new campus to the west of the city. The College is recognised as one of the top performing colleges in the country and is constantly setting new standards in educational innovation, excellence and delivery.

This drive culminated in the summer with students achieving a 100 per cent pass rate in 33 A-level subjects. Overall, 98.6 per cent of students achieved exam passes at grades A – E, which is 2.1 per cent above the national average. This puts the college in the top 10 of the official A-level league tables for colleges in the country, according to top broadsheets the Guardian and Independent.

The College has recently been awarded 'Designated Outstanding' status by Ofsted as a result of an Ofsted inspection report which awarded top grades in all areas of the assessment.

There has also been an exciting campus expansion from 743 to 4,347 full-time students and 2,027 to 10,377 part-time students while staff numbers have increased from around 111 to about 650 full-time equivalent staff. A strong commitment to Investors in People (IiP) has helped steer the college through this growth period. Throughout the changes standards have continued to rise.

The College aims to promote a supportive work culture where staff are proactively involved and empowered at all levels to drive up standards for students.

By adopting this IiP ethos, Truro College has helped make staff aware of its strategic aims and goals.

Assessors from IiP discovered that staff development programmes are organised, well planned and clearly link to the needs of the College, teams and individuals. Training and qualifications are also offered.

The vehicle for driving continuous improvement includes self assessment reports and action plans, course reviews and student feedback. These are recognised and highly valued by staff.

Mr Jonathan Burnett, College Principal, said: "We know that the success of the College depends on the contribution of all who work here. The skills, hard work, goodwill and ideas of staff are what have created the College."

The IiP Assessor, Joanne Brady, said: "The College has a very good reputation and achieves excellent results. It is a dynamic organisation that is ever improving and expanding."

"There is a strong culture of continuous improvement and this is not just driven by senior management – people at all levels are genuinely committed to improving things for students."

“There was a vast amount of evidence of development and improvements to teaching, learning, IT, achievement, retention, success rates, systems, planning, new courses, more HE courses and new buildings.”

“More importantly, people described a culture where they are supported and appreciated on an ongoing basis, by their team leaders and colleagues.”

Staff comments included: “If I have a problem, it’s very easy to talk about it.” “A clear vision – very dynamic college.” “Ambitious, high academic standards.” “Putting students first...best possible learning.” “It’s a positive environment – both staff and students want to be here.”

The results

Investors in People is all about recognising that people are at the heart of organisations. Getting the best out of staff has a direct impact on the success of organisations.

The Investors in People accreditation helps organisations identify and implement proven methods to help staff achieve organisational objectives. Thousands of organisations across the South West continue to recognise the value delivered by Investing in People today.

Quality South West are the Investors in People Assessment & Recognition Centre for the South West. Contact our Advisory Team on (01452) 413641 to find out more.