



# AMBITION 2025

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# Strategic Plan 2020-2025



At Dumfries and Galloway College, we are moving into an exciting stage of our development, building on the successes of the past and driving forward to achieve our aspiration of becoming “an outstanding regional college”.

We aim to offer the highest levels of student experience to enable our students to make a positive contribution to the local and national economies and to utilise our assets and the expertise of our staff to deliver continuous improvements.

It's an exciting time for the South of Scotland, with the new South of Scotland Economic Agency coming into effect and a real focus on driving economic growth and societal change. The college's role in supporting and enabling these changes is key and therefore I am delighted our Ambition 2025 will enable the college to focus on future opportunities in partnership with our staff, students and key stakeholders.

Ambition 2025 is our five year strategic plan that sets out our vision and aspirations. The plan has been developed taking into consideration a number of national and local strategic developments.

## Regional Chair

The world in which we live and work is changing. Such is the pace and scale of economic, demographic, political and technological change, that even our idea of working and skills will be fundamentally different over the coming years.



# Our journey

The college plays a crucial role in allowing communities and their economies to thrive!

The South of Scotland is undergoing an exciting period of transformation with ambitious and far reaching plans to meet the impact of societal changes. With the new South of Scotland Economic Agency coming into effect, Borderlands Growth Deal and the links to Scotland-wide developments such as the National Investment Bank, there has never been a more exciting time for education. The college plays a crucial role in allowing communities and their economies to thrive.



Dumfries and Galloway's regional economy is the key to unlocking the future potential of our communities and people. The college, along with our partners on the Crichton Campus, are pivotal in helping build a prosperous economy through education and training and providing equity of opportunity to benefit all.

**Joanna Campbell**  
Principal & Chief Executive Officer



Our vision is ambitious and far reaching and requires commitment from all of our partners to work across agencies to support inclusive economic growth for the Dumfries and Galloway region.

# Our five strategies

## Ambition 2025 is delivered through five supporting college strategies

By 2025 Dumfries & Galloway College will provide an ambitious and far reaching student experience that will:

- Nurture aspiration, ambition and achievement
- Support and stimulate the local economy
- Develop our people and partnerships
- Enable equity of access and social mobility
- Create a prosperous net zero economy

Providing individuals, businesses and communities with the skills to flourish.

## 1/ Student Experience

We will provide our students with an ambitious, dynamic and far reaching tertiary education that is responsive and future focused that will:



- Provide equitable access to high quality teaching, support and progression opportunities
- Embed digital skills and innovation within all aspects of the learner journey
- Prepare learners by embedding meta-skills in our learning and skills provision
- Provide personalised learning pathways through a tertiary and professional educational offer
- Provide opportunities for individuals to return to their learning to develop new skills, up-skill or re-skill
- Widen access for all and provide equality of opportunity
- Provide optimum levels of student satisfaction, attainment and achievement

## 2/ People & Culture

We will enable our people to create a productive and resilient workforce that will:



- Maintain a clear focus on outcomes and goals
- Be innovative and ambitious
- Be business focussed and people-centred
- Nurture, support and develop our talent to support continuous learning and professional updating
- Increase ownership and accountability across our workforce
- Promote an ethos of collegiate working and partnership

## 3/ Growth & Innovation

We will enable regional growth and innovation through partnership, learning and skills development that will:



- Grow productivity and the regional economy through better collaboration and partnership working
- Champion skills for business innovation and a net zero economy
- Be a catalyst for economic growth and entrepreneurship
- Be agile and responsive to our communities
- Grow our regional, national and international partnership working
- Work in partnership with the south of Scotland Enterprise agency and improve the economy of the region
- Use our focus on renewable energy we will encourage the region to become a net zero carbon economy

## 4/ Finance & Performance

We will drive a sustainable funding model which supports outstanding organisational performance levels that will:



- Secure financial sustainability, flexibility and resilience
- Provide opportunities to implement relevant curriculum and business models
- Enable the highest college performance levels – good to outstanding by 2025
- Be streamlined through data driven innovation to drive business improvement
- Drive business improvement through the use of data analytics

## 5/ Systems & Infrastructure

We will improve our stakeholders' experience through sustainable use of our resources and enhanced use of data and digital technology to:



- Integrate and harmonise college systems to meet our customers' needs
- Provide an exceptional experiential learning and social environment to support high quality learning
- Model innovative workplace practices with a focus on increasing our customer reach and satisfaction
- Provide a modern estate which is flexible, adaptive and meets the needs of our current and future users
- Optimise our ways of working through the use of digital technologies
- Enable our net zero emissions within college operations

# Key Performance Indicators

Scotland's National Performance Framework sets out that the Purpose of Scottish Government and its public bodies is: 'To focus on creating a more successful country with opportunities for all of Scotland to flourish through increased wellbeing, and sustainable and inclusive economic growth'.



The college's Key Performance Measures and Indicators are reflected in our annual Regional Outcome Agreement. The five college strategies that support and enable Ambition 2025 will outline challenging performance measures.

- 1 Global competitive economy**  
The college offers up to date educational opportunities reflecting regional and national skill priorities including the Flexible Workforce Development Fund (FWDF) provision to upskill current industry.
- 2 Open and connected**  
Connectivity is promoted through the Learning and Skills Network to include all students wherever and whoever they are, providing educational opportunities for all students.
- 3 Tackling poverty**  
Several initiatives involving staff and students operate to tackle poverty on a day to day basis, for example, household items, clothing and Christmas presents, for those in need. The college participates in addressing poverty with community partnerships throughout the region.
- 4 Resilient communities**  
The college welcomes many different organisations for community events, volunteering, employer and college forums, and encourages curriculums to work with communities wherever possible.
- 5 Growing up loved, safe and respected**  
Our Prince's Trust courses are enabling students to achieve and progress whatever their situations, continuing their learning journey to improve their opportunities.
- 6 Well educated and skilled**  
Our curriculum areas engage with employer forums to ensure skills taught are relevant and up to date, preparing our students for successful careers. Over 90% of our students are satisfied with their college experience.
- 7 Thriving, innovative businesses**  
The college works with numerous businesses across the region and is the go-to place for some employers for their annual staff development through the FWDF.
- 8 Healthy and active**  
The Breakfast Club runs on both campuses and is free to all students, ensuring students start the day well, to gain the best from their studies after long journeys to college.
- 9 Valuing our environment**  
The college is striving for zero emissions in the new STEM hub building and has included many innovative methods to achieve this. A cross college group has been implemented to address the climate emergency in all areas of college life.
- 10 Creative and diverse cultures**  
Staff and students receive Equality and Diversity Training throughout the college, and this is embedded in the curriculum wherever appropriate.
- 11 Respecting, protecting Human Rights**  
Staff are aware of Equally Safe throughout the college. In addition, all staff have had PREVENT training. An cross college Equality and Diversity group highlights areas for further discussion and training.

# Chloe Burns

## HNC / HND Visual Communication



Going from school to college, I was worried I'd be a little fish in a big pond but the college was very welcoming and had a relaxing atmosphere in the sense that you always felt you could ask for help and didn't need to struggle on your own. My course also made me realise I was making the right career choice.



In August 2019, Chloe Burns graduated with her HND in Visual Communication, as well as receiving the Lions Club Bowl as a recognition of her achievements on her course.

After considering university as an option, Chloe decided that college would allow her to study Graphic Design further without the commitment of university and also allow her to stay in her hometown whilst studying.

Throughout her time at college studying her HNC and HND, Chloe enjoyed the variety of skills offered on the course. "I appreciated that we weren't just learning graphic design, we also learnt about animation, video editing and illustration. It was all really enjoyable and beyond what I expected to learn."

Chloe has noted that her time at college was better than she expected. "Going from school to college, I was worried I'd be a little fish in a big pond but the college was very welcoming and had a relaxing atmosphere in the sense that you always felt you could ask for help and didn't need to struggle on your own. My course also made me realise I was making the right career choice."

Shortly after graduating from college, Chloe secured full time employment as a graphic Designer at United Bricks where she now designs and prints military themed minifigures, as well as managing the company's social media presence.

For anyone considering college, Chloe's best advice is to "go for it, even if you're not sure – it will help you make up your mind and don't think of it as your final decision. Do whatever makes you happy."



“Working in the Early Learning & Childcare sector is one of the most rewarding jobs you can do. Being a part of a young child’s life and watching them grow and learn is an experience. I urge all men to join the ELC community and experience it.”

# Chris Palmer

## HNC Childhood Practice

Chris Palmer graduated from college in 2018 with a HNC in Childhood Practice and was also the recipient of the Crichton Foundation Prize as recognition of his achievements whilst at college.

Before joining college, Chris had considered the idea of working in a nursery but his ambition to teach spurred him on to continue to college instead.

Whilst here, Chris particularly enjoyed the opportunity to develop his knowledge of Childhood Practice which he found intriguing and credited the support given to him at college as one of the reasons he was able to achieve his HNC. He also commented that “college facilities were excellent, which enables students to succeed.”

Since graduating from college, Chris has gone on to continue his education studying for an MA in Primary Education at the University of Glasgow, after which he aims to become a lecturer at college. He has commented that the course at college “helped to achieve his career ambitions 100% because it enabled him to gain a place at university.”

Chris’ advice for anyone thinking of coming to college was to “come prepared with ambition and drive and use the excellent support available.”



# Alex Bryson

## HNC/HND Fitness, Health & Exercise

Alex Bryson returned to college as a mature student in her thirties to address the change she had been looking for to turn her passion into a career. In her spare time, Alex enjoyed playing sports, keeping fit and taking part in exercise classes so a move to complete her HNC and HND in Fitness, Health & Exercise was a natural progression.

Once enrolled, Alex soon found herself immersed in the course and enjoying plenty of aspects of college. “I enjoyed the wide range of context from personal training, exercise to music, physiology and anatomy. Getting out and about to different fitness establishments and working with clients also really helped to bring the course to life for me and I enjoyed interacting with members of the public, especially the older characters! I also found it really easy to make friends at college and this made the course even more enjoyable.” Alex graduated in August 2019 and has since gone on to achieve her goal of working in the fitness industry and becoming a personal trainer.

Whilst studying at college, Alex had been working part time at Bannatyne’s Health Club in Dumfries to accompany her studies and as she demonstrated all the right skills and talents in her role, upon graduating Alex was immediately offered a full time position.

Alex has credited her time at college with giving her the skills and knowledge to progress forward with her career path “The courses I took gave me the knowledge I needed to work confidently with clients and how to work in a professional manner in the industry. The facilities at college were fantastic and the lecturers were so supportive, especially through the tough times.”

In her role at Bannatyne’s, Alex is delighted to be enjoying the atmosphere and continually training and learning. She works as a fitness advisor, personal trainer and also takes group and individual exercise classes with members of the club.

General Manager of the Bannatyne’s club in Dumfries, Lorraine Hutton has also been delighted to have Alex on board stating that “she has shown herself to be highly skilled and talented in her field, thanks to the training she received at Dumfries & Galloway College.”

Alex’s advice for anyone considering college as an option is “just go for it! Do something you are passionate about, it makes it much easier.”



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