



PCI College Strategic Plan

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1. REVISION HISTORY AND APPROVAL

Revision	Nature of change	Approval	Date
1.0	First Issue	JL	27/07/21

2. GUIDING PRINCIPLES OF PCI COLLEGE STRATEGIC PLANNING

2.1. PCI College Mission Statement

- 2.1.1. To make a transformative contribution to individuals and society as a leading mental health and wellbeing educational establishment, which contributes towards excellence in contemporary academic knowledge and ethical practice within the helping professions.
- 2.1.2. PCI College's approach to Strategic Planning aims is to ensure clear alignment to the PCI College Mission, Vision and Values. Specifically aligned to the 5 key Vision areas below:

2.2. PCI College Vision

- 2.2.1. Be well established as a centre of excellence and innovation in Mental Health & Wellbeing and psychological education and training.
 - 2.2.2. Be committed to, and renowned for, high quality training provision.
 - 2.2.3. Be involved and influential within both academic and professional sectors and contemporary and responsive to the developing professional climate.
 - 2.2.4. Offer optimum experiences and opportunities in inclusive provision, with particular focus on the needs of the adult learner and mature student.
 - 2.2.5. Be an excellent employer, so that staff will be well supported, empowered, valued and respected, with clear and positive expectations of involvement, contribution and achievement.
- 2.3. From these elements, focussing on societal and political change, economic fluxes and technological developments PCI College developed a robust clear Strategy of advancement across sections of our 'Vision'.
- 2.4. Guiding PCI College on development of its Strategy Plan additional factors are researched and reviewed to encompass statistical analysis, market research and learner and staff feedback to ensure a robust approach to development and growth; with staff, students, our values and the field of counselling & psychotherapy at the forefront of all planning decisions.

2.5. PCI College Values

- 2.5.1. **Excellence** - striving for the highest standards and quality in all that we do
- 2.5.2. **Accountability** - inviting scrutiny to maintain excellence in standards
- 2.5.3. **Ethics** - operating with integrity, honesty, empathy and respect
- 2.5.4. **Nurture** - responsive support to enable individuals to maximise potential
- 2.5.5. **Responsibility** - to students, staff and the wider community; commitment to the promotion and development of personal and social responsibility
- 2.5.6. **Equality and Diversity** - valuing and actively welcoming difference; commitment to promoting and protecting equality of opportunity in relation to age, disability, gender and gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- 2.5.7. **Collaboration** – encouraging and facilitating consultative and collaborative work internally and externally to the college
- 2.5.8. **Aspiration** - seeking out innovation and opportunity to maximise potential
- 2.5.9. **Freedom of expression** – encouraging openness, honesty, difference, and the sharing of experience, by supporting a culture of free expression, freedom of speech and mutual respect.

3. STRATEGIC PLAN

- 3.1. The revised strategic aims for the period from 2019 to 2024 are as follows;
 - 3.1.1. Vision Point 1: Be well established as a **centre of excellence and innovation in Mental Health & Wellbeing** and psychological education and training:

- 3.1.1.1. Invest in cascading the Mission, Vision and Values at all stages of interaction with staff and students
- 3.1.1.2. Focus upon the quality of the learner experience as an over-riding benchmark of the Colleges' success
- 3.1.1.3. Maximise the potential of IT packages to improve the quality of services and outcomes in key operational areas to support the student learning experience
- 3.1.1.4. Employ academic staff with key research experience, and subject to financial viability, facilitate research opportunities within PCI College
- 3.1.2. Vision Point 2: Be committed to, and renowned for, **high quality training provision**.
 - 3.1.2.1. Employ staff with HE experience and adult teaching qualifications and/or facilitate staff to gain teaching adult teaching qualifications in addition to practising practitioners in their fields of expertise.
 - 3.1.2.2. Facilitate staff training to support and enhance teaching practice, to include new research and developments across the field of counselling & psychotherapy
- 3.1.3. Vision Point 3: Be **involved and influential** within both academic and professional sectors and contemporary and responsive to the developing professional climate.
 - 3.1.3.1. Adopt a broader variety of appropriately-researched academic relationships with validation institutions and accreditation bodies to enhance the supports and opportunities available to the student body for academic and career enhancement
 - 3.1.3.2. Develop a range of community services relevant to our area of expertise, such as low-cost counselling, conferences, public lectures and CPD events
- 3.1.4. Vision Point 4: Offer optimum experiences and opportunities in inclusive provision, with particular focus on the needs of the adult learner and mature student.
 - 3.1.4.1. Use market-led course development to expand the reach of PCI College to serve the educational needs of the broader mental health environment while retaining our core ethos and values
 - 3.1.4.2. Research and identify what makes students feel 'warmly welcomed, cared for, respected and supported' and work to enhance these aspects within PCI College
 - 3.1.4.3. Develop clear Blended Learning strategy to support inclusive provision, ensuring academic quality and using cutting edge IT support.
- 3.1.5. Under Vision Point 5: Be an **excellent employer**, so that staff will be well supported, empowered, valued and respected, with clear and positive expectations of involvement, contribution and achievement.
 - 3.1.5.1. Provide clear and transparent recruitment, selection, induction, progression and promotion processes for staff to enhance and develop expertise and knowledge across PCI College
 - 3.1.5.2. Encourage and support staff development and training opportunities whether through in-house training and support, staff discounts or contribution to CPD and further Masters and PhD study at external institutions.
 - 3.1.5.3. Develop additional staff supports and benefits, such as flexible hours, wellbeing initiatives and valuing staff through investment
 - 3.1.5.4. To develop, expand and ensure robust, transparent Quality Assurance procedures throughout PCI College.

4. LINKED POLICIES AND PROCEDURES

<p>Linked Policies</p>	<p>Institutional Governance and Board of Directors Overview QA Management Policy Teaching and Learning Strategy Blended Learning Strategy Institutional Link Tutor Specification Institutional Cyclical Review Policy and Procedure New Programmes Design, Development and Validation Policy Revalidation Policy Staff Recruitment, Management & Development Policy Assessment of Learners Policies Support for Learners Policies</p>
<p>Linked Procedures</p>	<p>New Programmes Design, Development and Validation Procedure Revalidation Procedure Staff Recruitment, Management & Development Procedure Assessment of Learners Procedures Support for Learners Procedures</p>