



THE WAY, THE TRUTH & THE LIFE

Strategic Plan 2021 - 2025

A welsh version is available



Our Mission

A Catholic College for the community, seeking to discover and realise the full potential of all in an atmosphere of love, service and respect inspired by Christ.

Our Vision

We seek the Way, the Truth and the Life: The formation of all members of our community in Christ.

Our Values

Our values are based on the Gospel, as our mission is 'inspired by Christ' and all that we undertake is guided and directed by a Christ-centred vision. The values we share expressed by the words of Christ in the Beatitudes Matthew 5:

- "Blessed are the poor in spirit, for theirs is the Kingdom of heaven."
Values: Faithfulness & Integrity
- "Blessed are those who mourn, for they shall be comforted."
Values: Dignity & Compassion
- "Blessed are the meek, for they shall inherit the earth."
Values: Humility & Gentleness
- "Blessed are those who hunger and thirst for righteousness, for they shall be satisfied."
Values: Truth & Justice
- "Blessed are the merciful, for they shall obtain mercy."
Values: Forgiveness & Mercy
- "Blessed are the pure in heart, for they will see God."
Values: Purity & Holiness
- "Blessed are the peacemakers, for they shall be called children of God."
Values: Tolerance & Peace

- "Blessed are those who are persecuted for righteousness' sake, for theirs is the kingdom of heaven."

These words implore us to be a faith-filled community inspired by Christ in all that we do. This determines what we seek to be.

What kind of College do we want to be?

We want to be a College:

- that provides an environment in which learners are enabled to build and deepen their relationship with God;
- that fosters an academic culture aimed at the pursuit of Truth;
- that actively promotes growth in virtue;
- where people are believed in and cherished;
- where all talents and abilities are recognised and celebrated;
- where individual's contributions and accomplishments are appreciated;
- where everyone is treated fairly and justly;
- where sacrifice on behalf of the economically poor, the socially deprived, and the educationally disadvantaged is commonplace;
- where encouragement and support are freely available to ensure that all reach their fullest, individual potential for excellence; and
- where we help one another and work together with enthusiasm and generosity, attempting to model the ideals we uphold.

We seek to be a College that assists our learners to "encounter the living God who in Jesus Christ reveals his transforming love and truth." (Pope Benedict XVI).¹

¹ 17th April 2008, Address to Catholic Educators at the Catholic University of America in Washington D.C.

Our Ambition

St. David's Sixth Form College will consistently pursue excellence. Through our Catholic ethos our learners will encounter God's transforming love and truth in their daily lives. Our commitment will be to the education of the whole person, valuing and celebrating the uniqueness of each individual, with the ultimate goal being formation of the person in Christ. We will pursue the preferential option for the poor with compassion and inclusivity. Our students will join with us in the search for life-giving answers to the questions of human purpose, human dignity and human flourishing – questions that naturally arise through learned academic practice and inquiry.

Moving beyond 2020

As we reflect on the College's 2016-2020 Strategic Plan, 'Faith in the Future', we celebrate the many successes we have achieved. During the lifetime of our previous strategic plan, we secured very positive outcomes in an Estyn inspection in March 2019, and a Diocesan inspection in March 2020.

In the Estyn inspection in March 2019, the College achieved the following judgements:

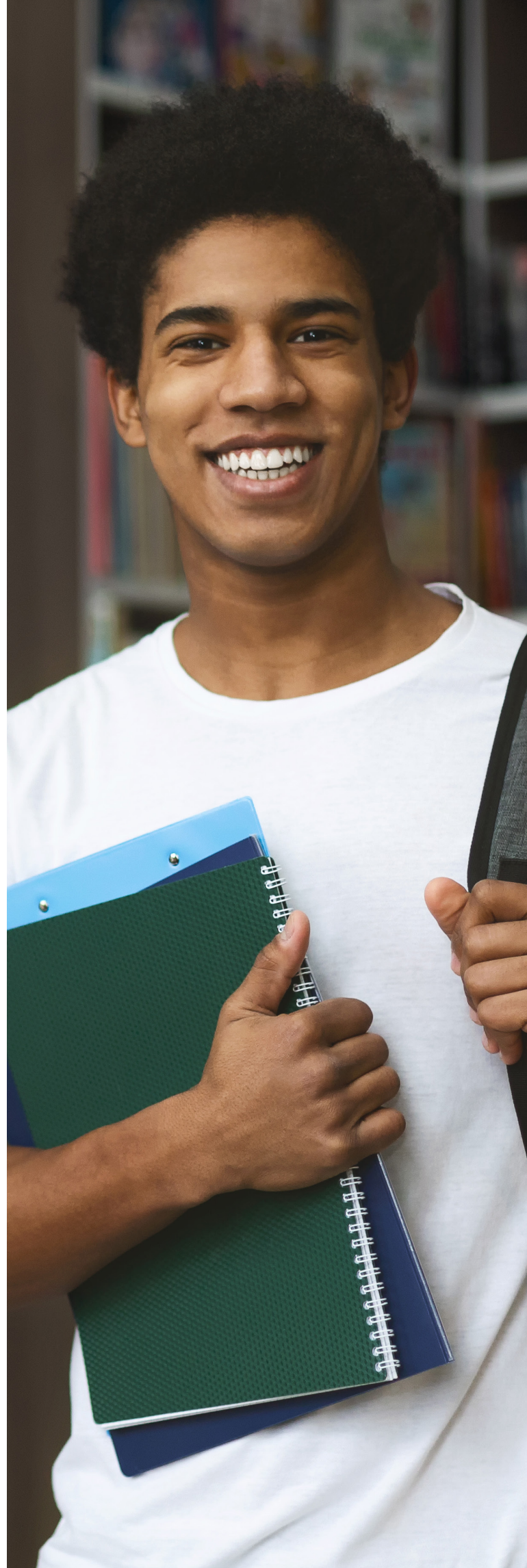
- Standards: Excellent
- Wellbeing and attitudes to learning: Good
- Teaching and learning experiences: Good
- Care, support and guidance: Good
- Leadership and management: Excellent

In the Diocesan inspection in March 2020, the College achieved the following judgements:

- Catholic Life and Ethos: Excellent
- Curriculum Religious Education: Excellent
- Collective Worship: Excellent

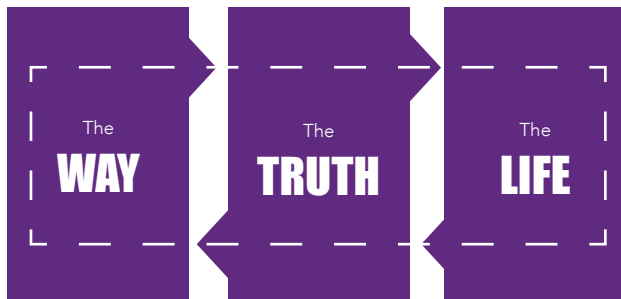
We enter the next four-year planning phase with excitement, faith and hope.

Our six themes within 'Faith in the Future' have served us well. The Strategic Plan 2021-2025 will build on three new pillars of development to take our College to a new stage of preparedness.



The Three Pillars

St. David's Sixth Form College seeks to ensure that all it undertakes is guided and directed by a Christ-centred vision. Christ said, **"I am the Way, the Truth and the Life"** (John 14:6). He spoke these words in response to Philip's question, "How can we know the way?". As a response to this, we intend to map out our direction of travel for the next four years, in accordance with the objective of our Christ-centred mission, entitling this Strategic Plan, "The Way, the Truth and the Life." In accordance with this we have subdivided our plan of College responsibilities and activities.



- The Way: Devoted Leadership and Courageous Followership
- The Truth: The Education of the Whole Person
- The Life: Sustainable Future, Sustainable Community

Our Strategic Objectives

- Strengthen our capacity to lead, engage and teach within a recontextualised Catholic Worldview that belongs to the whole community.
- Develop the character, intellect and spirit of each individual to the potential given to them by God.
- Build sustainability - ensuring responsible, transparent and accountable stewardship of resources.
- Develop strategic partnerships with diocese, HEIs, schools and other key stakeholders in the pursuit and fulfilment of our Catholic mission.

Our Performance

This will be objectively demonstrated against key performance indicators and nationally recognised performance benchmarks.

Progress in achieving our ambition by 2025 will be measured by the following key performance indicators:

- Community wellbeing measures will be introduced, to promote the flourishing of each individual within the context of a community committed to the teachings of Christ.
- A social partnership model will be developed and introduced for the whole community, inspired by Catholic Social Teaching.
- All 'AS' and 'A' level courses will have attainment rates, in all grade categories, in line with, or exceeding, national comparators.
- All vocational courses will exceed national attainment rates.
- Post-16 Consistent Performance Measures (Achievement and Destinations) will be in line with, or exceed, national aggregate comparators.
- All courses will be rated 'red' in the annual Alps metrics.
- Welsh Baccalaureate attainment rates will be in line with, or exceed, national comparators.
- In terms of rating the College, the overall learner satisfaction rating will exceed 92% for 'good/very good'. The response rate for learner surveys will be at least 60%.
- In terms of parental satisfaction of the College, the rating will exceed 90% for 'good/very good'. The response rate for parental surveys will be at least 25%.
- For those 'A' level learners who choose to progress to university, at least 35% will enter Russell Group and Sutton Trust Universities.

- The conversion rate for Oxbridge applications will be at least 30%.
- Annual learner engagement with work experience will be at least 50%.
- Welsh Government's Institutional annual targets will be achieved or exceeded for Enterprise.
- The College will meet all statutory requirements of the Welsh Commissioner's Bilingual Standards.
- The College will maintain good financial health. It will meet KPIs on cash flow, current ratio, gearing ratio, capital expenditure and EBITDA as a percentage of income and reserves.
- All employees will achieve their objectives outlined in their annual Staff Formation Reviews.





The Way: Devoted Leadership & Courageous Followership

St. David's Sixth Form College will strengthen its capacity to lead, engage and teach within a recontextualised Catholic Worldview that belongs to our whole community. We will strive to create an environment where there is a sense of common purpose and belonging, promoted through dialogue.

We will seek to enhance our Catholic identity and ensure that it flourishes through a planned and integrated approach to leadership for mission, ensuring a holistic and inclusive formation for learners and staff. We will promote authentic experiences of Catholic traditions and principles, with an understanding of their relevance in a modern world. We will promote a post-critical style of belief amongst our staff and learners, seeking to facilitate renewal, strengthening and extension of faith. The 'St. David's Way' will build on Benedictine principles of stability, obedience and conversion of life.

We will develop our youth ministry, reaching out to our Catholic primary and secondary schools and we will expand our engagement with parishes. As a College, we will work collaboratively with the wider community to ensure that our Catholic ethos is a lived experience.

Our underlying principles for Leadership and Followership are:

- Subsidiarity
- Solidarity
- Human dignity
- The common good

Leadership for Mission

St. David's Sixth Form College's culture is a Catholic one. The College will continue to embed the servant leadership style, steeped in Judeo-Christian tradition and founded on the Beatitudes. This approach encourages the integration of human virtues and the dignity of the human person, as created in the image and likeness of God and modelled on the person of Jesus Christ.

Within our community, authority derives not from power, or hierarchical position, but from reflection, collegiality and sensible, sensitive practice. This approach encourages shared leadership and followership rather than commanding obedience.

*"You will know that the rulers of the heathen have complete power over them, and the leaders have complete authority. This however, is not the way it shall be among you. If one of you wants to be great, he must be the servant of the rest; and if one of you wants to be first, he must be your slave – like the Son of Man, who did not come to be served, but to serve and to give life to redeem many people."*²

Leaders within the College will promote gospel values in the day-to-day life of the College and they will promote social justice and the common good. They will:

- keep the interests of those they lead as a paramount aim;

- have a caring 'love' for those they lead;
- treat others as their brothers and sisters and actively encourage working together for the common good;
- have genuine humility;
- develop trust and confidence, thereby facilitating performance;
- be willing to listen to the views of others;
- support and encourage new ideas and innovation;
- share power with others so they are empowered to listen;
- enable regular reflection on our ethos and mission;
- promote wellbeing; and
- promote social justice and the common good.

Staff Formation

Catholic education concerns the integral formation of the whole person: body, mind and spirit. There is no separation between learning and formation. This formation applies to the whole community of the College.

The College will continue to demonstrate a high level of commitment to continuous professional and personal development through its staff formation programme.

We will provide a differentiated programme of staff formation, promoting dialogue amongst staff who have different theological traditions within and outside the Church.

A baseline programme of learning will be provided to all staff. This programme will focus on:

- The meaning and purpose of a Catholic College
- Leadership and followership in the Christian tradition
- Dialogue and recontextualisation of mission

Courageous Followership

St. David's Sixth Form College will follow a path of Christian courageous followership. We will encourage our staff to:

- Self-evaluate: exercise self-accountability to ensure all they reach their full potential;
- Serve: work hard to support the College's mission;
- Challenge: be willing to respectfully and openly voice concerns and challenge leaders;
- Participate: be adaptable and embrace change. Contribute to, and interact with, the life of the College; and
- Speak to the hierarchy: be willing and able to openly communicate and debate with leaders at all levels.

St. David's Sixth Form College will be a collaborative community, valuing the contributions of all, based on a shared vision and trust. Our approach will be based, in part, on adaptations of the Benedictine Rule, seeking:

- Stability - As members of our community, we will be committed to each other and we will find grace in those relationships.
- Obedience - We will listen to discern what God is asking us to do and then we will respond to His call.
- Conversion of life - We will change and grow, to be transformed by the Spirit.

We will develop periodic Reflection Material for staff based on the Benedictine Rule and we will integrate this approach within our staff development programme.

Youth Formation

St. David's Sixth Form College will increase its engagement with parishes in the development and implementation of a strategy for Youth Ministry. This will involve a number of key developments including:

- The Pope John Paul II Award

- Elective Enrichment Programmes
- Primary Schools' Engagement Programme
- Student Chaplaincy Team

Pope John Paul II Award

St. David's Sixth Form College will be the accredited centre for the John Paul II Award. It will enable learners to take an active part in the life of the Church - in the life of their community and society. It will enable learners to become more aware of the global role of the Catholic Church and its teachings, and engage at a deep level with Christ. This award will provide a leadership programme for learners, enhancing their spiritual, physical, emotional and social development through participation in College, parish and community activities. The College will work with four parishes in the local area.

The Catholic and Friends' Society

The Catholic and Friends' Society will extend its role to contribute to the development of strategic planning and the promotion of leadership skills amongst our learners.

Elective Enrichment Programmes

The College will extend its elective enrichment programmes to our Catholic partner schools. These include a range of activities such as 'Helping Hands' and 'Bridging Generations', (which provide support for the vulnerable in the community), Philosophy Club, Debating Club and Poetry Club. This initiative will be extended to Year 10 and Year 11 partner school learners to provide an opportunity for them to engage with College life.

Primary Schools' Engagement Programme

The College will continue to engage with its Catholic primary schools. It will offer its Retreat Centre for use by Catholic primary schools, facilitating a direct link with the schools. The College will develop a Woodland Retreat for use by the primary schools and the wider Catholic community.

Student Chaplaincy Team

The College will continue to develop its Student Chaplaincy Team - a recommendation from our Diocesan Inspection Report in 2020. We will liaise closely with our Catholic partner schools to ensure that learners engaged in chaplaincy teams in their secondary schools are encouraged to transition to our Student Chaplaincy Team.

The Team is inclusive and will include learners of other faiths.

- The Student Chaplaincy Team's remit includes planning and reviewing worship in the College, as well as leading worship in the College.
- The Student Chaplaincy Team will work to celebrate other religious traditions more fully within College life.
- The Student Chaplaincy Team will meet regularly and will be chaired by the Assistant Principal of Catholic Life.
- The Student Chaplaincy Team will lead charity fundraising projects and they will work closely with the Catholic and Friends' Society on faith, ethos and charitable issues.





The Truth: Education of the Whole Person

St. David's Sixth Form College will develop the unique character, intellect and spirit of each individual according to the potential given to them by God. We will care for all learners as individuals created by God. We will encourage the integral formation of the whole person, body, mind and spirit. We will seek to inspire a love of learning amongst our learners. We will strive to develop socially and become citizens who are committed to making positive contributions to our world. We will demonstrate a clear commitment to providing learners with systematic and sustained engagement with Catholic beliefs, values and teachings. We will embed a Catholic perspective in all subject areas and aspects of College life and we will enhance a cohesive and integrated religious life within the College.

Qualifications

We will continue to offer a broad and balanced range of high quality, appropriate and relevant academic and general vocational courses at levels 2 and 3. The curriculum planning process will ensure that courses are demand-led, whilst being relevant to learners' needs in terms of progression pathways to further study, higher education or employment. Courses will be relevant to the needs of the wider local, regional and national economy. The curriculum offered will meet the needs of the communities it serves.

All courses will be mapped along the Catholic Standards to ensure that we enhance learners' spiritual, intellectual, moral and physical development. This mapping will provide an opportunity to extend the formation of our learners in a rich Catholic intellectual heritage.

Saint John Henry Cardinal Newman observed,

"All branches of knowledge are connected together, because the subject matter of knowledge is intimately united in itself, as being the acts and the work of the Creator."

Teaching and Learning

*"Reverence for the sacred dignity of each learner provides a foundation for pedagogy in a Catholic school."*³

We are committed to striving for excellence in our teaching, learning and outcomes.

We will continue to place a strong emphasis on the development of effective subject-specific pedagogy focused on key teaching and learning principles. The development of effective blended learning strategies is a key focus.

We recognise that the development of skills enables learners to become more independent and autonomous in their learning. We strive to create happy, healthy, reflective, resilient,

resourceful and collaborative learners.

We will continue to encourage learners to have shared responsibility for their work, making substantive and negotiated decisions when working interdependently.

We will ensure that our teaching and learning approach promotes the development of core skills, including literacy, numeracy and digital literacy, alongside the acquisition of knowledge.

We will continue to place an emphasis on the development of wider, higher order skills, including critical thinking, problem-solving, creativity and innovation.

We will take account of The Curriculum Wales Framework which will be launched in 2022. We will embrace the vision and aspiration of this new framework seeking to support our learners to be:

- ambitious and capable learners, ready to learn throughout their lives;
- enterprising and creative contributors, ready to play a full part in life and work;
- ethical and informed citizens of Wales and the world; and
- healthy, confident individuals, ready to lead fulfilling lives as valued members of society.

Assessment for Learning

Assessment is key to 'deep' learning and is intrinsic to curriculum design. It encourages a holistic view of each learner's development, allowing both teachers and learners an understanding of how the learner learns. It identifies where individual learners need to consolidate learning, whether further support is needed and what the next steps are for the learners to progress.

We will ensure that all assessment is valid, reliable, equitable, explicit, transparent, efficient, and an integral part of the learner's approach to learning. We will ensure that formative and summative assessment is a feature of the curriculum. Regular feedback will be provided to ensure that learners know how to improve in order to reach their full potential.

Youth Engagement and Progression Framework

St. David's Sixth Form College fully supports the Welsh Government's Youth Engagement and Progression Framework. We will ensure that that provision:

- meets the needs of young people;
- assists in better engagement;
- strengthens employability skills and opportunities for employment;
- secures better outcomes for young people; and ultimately
- plays its part in the reduction in the number of NEETs aged 16 to 18.

Welsh Baccalaureate Qualification - Our Catholic Baccalaureate

St. David's Sixth Form College will continue to be firmly committed to the Welsh Baccalaureate and we recognise the many benefits this overarching, skills-based qualification brings to learners. We, along with universities and employers, value this qualification because of the self-motivation, curiosity and independent mindedness this approach to learning develops.

We will continue to develop this qualification ensuring that Catholic themes and virtues are embedded within the qualification, so that it becomes, for our purposes, a Catholic Baccalaureate.

Digital Learning

At St. David's Sixth Form College, we will continue to embrace digital technology to enhance and enrich the learning experiences of our learners.

Through the confident, creative and innovative use of digital technology, teachers

will provide a learning environment where learners are inspired, engaged and motivated in their learning, ensuring they reach their full potential. Through digital technology, learners will be active and collaborative in their approach, encouraging them to become more independent in their learning.

We will continue to strive to equip learners with 21st Century knowledge and skills, so that they can successfully compete within the global economy.

Through the implementation of our Digital Learning Strategy, incorporating the standards from Welsh Government's post-16 strategic framework, Digital 2030, St. David's Sixth Form College will:

- Support our learners to develop their digital skills, so that they have the competencies required to excel in their current programme of study and when they progress to higher education and employment.
- Support our teachers in the development of digital literacies and capabilities to evaluate and introduce new digital technologies into their teaching practices.
- Encourage our teachers to develop blended learning practices, synchronous and asynchronous, to enhance the learner experience.
- Improve the utilisation of digital technologies to provide experiential learning opportunities.
- Incorporate digital innovations in teaching and learning approaches to ensure an enhanced learner experience and improved learner outcomes.
- Support our learners to be informed and capable through effective use of digital technologies.
- Build and foster a culture of innovation, collaboration and social engagement within the College.
- Develop a culture of evidence-based practice and continuous improvement in the use of digital technologies in our teaching and learning approaches and their impact on learner outcomes.

- Provide flexibility in learning opportunities allowing learners to have more independence in their learning.
- Provide appropriate hardware and software solutions and effective training to support professional services functions.

We will ensure that digital learning is supported through the allocation of funding for an appropriate and effective digital infrastructure.

Integrating Catholic themes, values and virtues within our curriculum

St. David's Sixth Form College will place a strong emphasis on ensuring that there are opportunities to encounter Gospel values within the context of curriculum programmes.

Gospel values underpin all that we do as we strive to form ethical and socially-aware individuals who are capable of making free and correct choices.

Through our adoption of the Jesuit Pupil Profile, we will promote human virtues and the dignity of the whole person, created in the image and likeness of God and modelled on the person of Jesus Christ. These opportunities will be highlighted within all aspects of a learner's programme of study.

"We have the same identity as God, we are God's children. We were created in his image and likeness." ⁴

We will focus on 'deep' learning, which respects the diverse cultures, worldviews and backgrounds of learners and actively engages them with Catholic beliefs and values relevant to their learning. Learners will be empowered to seek truth, while questioning and critiquing the prevailing cultural, political and philosophical ideas within the world around them. By seeking to develop 'deep' learning, we aim to create animated learners, inspired by the Gospel and led by the Holy Spirit, who will act for justice and strive for the common good.

We will ensure that learners have space for encounter. Encounter happens when the

sacred dignity of each person in the learning community is honoured. Since encounter is relational, this animates learners to develop personal beliefs and values; engage in respectful challenge and create new spaces and contexts for thinking. Encounter will enable learners to search for truth and encourage them to build a genuine relationship with God and others.

We will provide opportunities for learners to intentionally pursue truth. We will encourage learners to develop their sense of curiosity and wonder about the world and their learning. We will encourage learners to explore, to persist and to puzzle things out for themselves, whilst providing them with a secure and safe learning environment.

We will embrace dialogue in our teaching and learning. We will encourage learners to grapple with ideas, reveal tensions and provoke further exploration. We will encourage learners to be both inquirer and learner.

We will invite learners to explore connections between the Catholic tradition and other traditions. Learners will be encouraged to challenge knowledge and co-create, in order for them to develop a deeper understanding of their place in the world.

Supporting learners with their progression

We will continue to provide appropriate UCAS advice and guidance to our learners, so that they are aware of suitable university options available to them. We will ensure that employment opportunities, particularly Degree Apprenticeships, are highlighted and given equal status for Level 3 learners.

We will work with Level 2 learners to ensure they are given appropriate progression advice and support in order to progress to Level 3 courses, employment or training.

We will provide learners with opportunities to access high quality and impartial careers advice and guidance through our Employment Bureau, located in a new facility, in the heart of the College site.



We will increase the conversion rate and number of successful applications to Oxbridge through bespoke and individualised support and guidance for learners identified as potential Oxbridge candidates.

We will expand the vocations and work experience provision offered to learners and evaluate its impact.

Closing the educational attainment gap

St. David's Sixth Form College is committed to closing the educational gap, whether that exists on the basis of gender, class or ethnicity. The College will continue to use quality improvement mechanisms to identify underperforming groups, plus it will provide support programmes to ensure that learners are not disadvantaged. Support will be offered to learners from vulnerable backgrounds, including, Looked after Children (LAC), Care Leavers, Young Carers, BAME learners and learners with Adverse Childhood Experiences (ACEs).

"We have to state without mincing words that there is an inseparable bond between our faith and the poor. May we never abandon them."⁵

Employer Links and Enterprise

We will continue to work with employers through our Enterprise Scheme, ensuring that employment, as a progression route for learners, has equal status to other pathways. Through our Enterprise Scheme, we will aim to:

- increase the number of business start-ups on a yearly basis;
- explore and implement greater virtual opportunities to develop entrepreneurial skills, including creativity, organisation and relationship building; and
- increase our Public Sector Investment (PSI).

⁵ Pope Francis

Pastoral Support and Guidance

St. David's Sixth Form College will provide all learners with high quality pastoral care and guidance, led by a team of pastoral tutors.

With Christ at the centre of all that we do, we are committed to the integral formation of the whole person, body, mind and spirit.

Our pastoral programme will promote and develop a Catholic Worldview, whilst exploring and challenging other worldviews. This will enable our learners to engage constructively with the wisdom and faith of the community. We recognise that our approach needs to be differentiated to ensure that we are inclusive.

Our pastoral programme will encourage learners to think beyond religious, social, cultural, historical, political and ethical differences to ensure that learners flourish within our contemporary, post-critical belief context.

We will provide a support framework for young people enabling them to recognise their own worth, as well as the challenges of our post-modern society.

Learner Support

Learners will receive a high standard of support, based on need, through a range of services including:

- support for learners with additional learning needs;
- study support;
- target-setting with learners within courses and across their programme of study;
- literacy and numeracy support sessions;
- digital learning support and guidance;
- Higher Education guidance;
- destinations guidance, including higher education and Careers guidance;

- mental health and wellbeing support offered by our Wellbeing Team and other external agencies;
- counselling services; and
- financial support through EMA and the Financial Contingency Fund.

Additional Learning Needs

In response to the new Additional Learning Needs Act (2018), St. David's Sixth Form College will ensure that all ALN learners in the College are supported in overcoming barriers to learning and are able to fulfil their full potential. This provision supports Catholic social teaching.

We will identify learners with ALN early and put in place timely and effective interventions that are regularly monitored and adapted to ensure they deliver the desired outcomes.

Our Learning Support Centre staff will produce and revise Individual Development Plans (IDPs) so that tangible outcomes will be delivered and contribute in a meaningful way to our learners' achievement of their full potential.

We will encourage the sharing of information between ourselves, our partner schools and other agencies to ensure that needs of learners are identified early and the right support is put in place to enable young people to achieve positive outcomes.

We will provide relevant training and support to ensure that our teachers can effectively support learners with ALN in the classroom.

We will ensure that adequate funding is provided for specific resources and digital infrastructure that will facilitate learners' achievement and progress, so that they reach their full potential.



Learner Wellbeing

The College will promote learner wellbeing and resilience through the implementation of the St. David's Sixth Form College Wellbeing Framework.

This framework makes a commitment to promote learners' spiritual, social, physical, mental, intellectual and economic wellbeing. It commits to:

- providing a safe and secure environment for learners;
- promoting equality, diversity, social justice and inclusion;
- promoting social cohesion and the sense of community to realise the vision of fraternity and social friendship;
- encouraging learners to be respectful to others and the environment;
- promoting a healthy lifestyle;
- encouraging learners to participate in enrichment and wider community activities; and
- promoting learner engagement.

The College's approach to wellbeing compliments the duties defined in the Wellbeing of the Future Generations Act, 2015.

St. David's Sixth Form College supports the Welsh Government's Civic Mission for the Tertiary Education and Research Bill with its approach to wellbeing as, "action for the purpose of promoting or improving the economic, social, environmental or cultural wellbeing of Wales."

*"I have come that they may have life and have it more abundantly."*⁶

Safeguarding

St. David's Sixth Form College's Safeguarding Team will work alongside external agencies to create a safe environment for learners by acting promptly on any safeguarding matter reported by any stakeholder.

Within the College, the Safeguarding Team will ensure that effective and well-understood procedures are in place, so that all members of the College community know how to act and respond to safeguarding concerns.

The Safeguarding Team will ensure that the College's statutory role, in relationship to the Safeguarding and Prevent duty, are effectively executed, so that the wellbeing and safety of the young people in our care is maintained.

The Honours Programme

The Honours Programme at St. David's Sixth Form College will continue to provide a specialised pastoral programme for more able and talented learners. This programme will provide:

- knowledge and understanding of a range of complex ideas and theories;
- the ability to negotiate divergent opinions and to effectively and appropriately debate issues and competing perspectives;
- competence in applying techniques of inference analysis and evaluation to sophisticated arguments;
- interdisciplinary discussion between subject areas;
- extended, academic-level reading; and
- specialised UCAS support and guidance for Oxbridge and other Russell Group university applications.

Alongside a bespoke Advanced Welsh Baccalaureate, the Honours Programme will pursue these objectives through the following topics: Logic, Creativity and Innovation, Citizenship, Cosmopolitanism, Poverty and Inequality, Environmental Ethics, and Philosophy of Science.

The Honours Programme will offer and facilitate a range of super-curricular opportunities. These include the SEREN Network and academic societies run by learners, such as, Philosophy Club, Physics Club, Women in Stem, The Medical Society, The Open Honours Visiting Academic Lecture Series, The Cambridge Shadowing Scheme, UNIQ and Sutton Trust summer schools, as well as visits to universities, including Oxford, Cambridge, Bath and Bristol.

All Honours learners will be expected to expand their experiences and enhance their competitiveness by compiling a portfolio of super-curricular activities.

Spiritual Reflection

Through our Spiritual Reflection programme, we will invite our young people to engage with faith, rather than be passive recipients of a tradition presented to them. We provide opportunities for learners to examine the relationship between reason and faith, and thereby draw our learners closer to the Truth.

We will continue to embed the current Religious Education Curriculum Directory content within our Spiritual Reflection Programme. We will integrate the new Religious Education Curriculum Directory requirements within the Spiritual Reflection programme when this is published in 2022.

Through our Spiritual Reflection programme, we will ensure the College remains faithful to its Catholic purpose. We will also make sure that the Catholic faith flourishes from its preferential position, while acknowledging the multicultural and pluralist context within which we work.

Chaplaincy

Learners will continue to reflect on the call to service of the poor and marginalised through 'faith in action' projects offered by the Chaplaincy Team. These projects offer learners the opportunity to encounter issues in the wider society, from a local to a global scale.

Liturgical life

St. David's Sixth Form College will promote worship as the highest human calling. Through liturgy, we will foster a sense of flourishing among all members of the College community, regardless of faith.

We will promote a recontextualising focus on prayer life, spirituality, rituals and liturgy while remaining faithful to the Gospel.

We will promote the use of scripture and the reading of the Bible, utilising historical-critical method of biblical interpretation within all aspects of college life.

We will cherish and nurture the confessional elements.

We will ensure that we provide opportunities for every member of the College community to experience prayer, worship and reflection. St. David's Sixth Form College will strive to ensure that these opportunities are accessible, reflective, reverent and engaging, as well as respectful of people and their needs.

Opportunities for worship include:

- the presence of the Blessed Sacrament in the Chapel;
- regular celebrations of Mass including on Feast Days;
- the Sacrament of Penance and Reconciliation;
- daily morning prayer and reflection;
- forms of public prayer, including the Rosary, Stations of the Cross, Prayers for the Departed; and
- whole-college liturgies celebrated to mark the seasons of Advent/ Christmas and Lent/ Easter.

Catholic and Friends' Society

Our Catholic and Friends' Society will continue to play a key role in St. David's Sixth Form College. It will:

- promote Catholic identity and ethos within the community;
- engage with the Catholic Culture and Ethos Governance Committee through the designated SLT member;
- provide mentoring and self-help opportunities across the learner community;
- provide learners with opportunities of leadership and help them develop a sense of responsibility;
- encourage learners to become more aware of how the College is run and to constructively identify and express their needs and expectations;
- contribute to overall College developments by being involved in College policy creation and to work in partnership with the management/leadership of the college;
- foster liaison between learners, teachers, leaders and managers, where appropriate; and
- represent the views of learners on matters of concern to them.



Student Experience Framework

Learner Voice is a key element of St. David's Sixth Form College's Student Experience Framework. Ensuring a deep understanding of learner matters results in the delivery of an outstanding learner experience, which best meets learning and personal needs. The Student Experience Framework is a structure which captures and communicates stakeholder experience, comprises of surveys, focus groups, suggestion forms and other dialogue opportunities.

Our Student Representative system will:

- ensure learners play a crucial role in learning at a course level;
- encourage dialogue between teachers and learners is fostered and encouraged; and
- give learners an opportunity to provide the teacher with feedback so that teaching and learning moves forward.

St. David's Sixth Form College will promote the inclusion of learners on strategic and operational committees and at least one learner will be a member of the Full Governing Body.

Welsh Language

St. David Sixth Form College aims to be a truly bilingual college. As part of its contribution to the culture and society in Wales, the College will integrate and celebrate the Welsh language within all aspects of the curriculum and college life, through its staff and its learners.

St. David's Sixth Form College's pledge to the Welsh language is demonstrated through the employment of two bilingual champions, whose roles address specific strategies of integrating Welsh language and culture in the life of the college.

Through championing Welsh in the curriculum, St. David's Sixth Form College is committed to providing learners with the opportunity to continue and improve their Welsh language skills. First language Welsh speakers will

continue to have pastoral lessons and the Welsh Bacallaureate delivered in Welsh, and all their curriculum resources translated into Welsh, when required. The Learning Resource Centre will provide facilities and support for learners whose first language is Welsh. Learning areas will continue to exploit opportunities within the curriculum to identify and promote the language and traditions of Wales. Classrooms and the estate will celebrate Welsh culture, as reflected in our Catholic Welsh identity. Learners, of all abilities, will have the opportunity during the college day to improve their Welsh. When reviewing the curriculum, St. David's Sixth Form College pledges to consider how a new course or component of a course may have positive effects on the opportunities for learners to learn or improve their Welsh.

St. David's Sixth Form College is committed to the Welsh Government goal of a million Welsh speakers by 2050. It will provide opportunities for staff to learn Welsh both part-time and as part of a sabbatical scheme. The College's Welsh Commissioner Standards Champion will ensure that the College is delivering its statutory duty as set out in its designated compliance standards. St. David's Sixth Form College will strive to ensure that as an employer, a deliverer of services and as a part of society, the Welsh language is accorded equal status to English.

Youth Ministry and Parishes

St. David's Sixth Form College will work more closely with its parishes. This work will focus on a range of activities:

- providing educational opportunities for parishioners;
- offering the John Paul II Award via collaborating with parishes;
- providing support to parishes through fundraising activities within college;
- providing youth social events for parishes;
- encouraging youth in parishes to become involved in social action groups; and
- offer a College Passion Play to parishes and encourage their involvement in this.

The College will offer its Retreat Quarter to the Diocese for use by parishes and Catholic primary and secondary partner schools.





The Life: Sustainable Future; Sustainable Community

We endeavour to operate the College sustainably, ensuring stewardship of resources with transparency, accountability and compliance. We will provide learners with a 21st Century learning environment which enables them to reach their full potential.

Through clear financial planning and prudent use of resources, we will provide a stimulating learning environment that is fit for purpose and enables the successful implementation of a range of innovative learning and teaching strategies. We will commit to the development of the College estate to meet the changing needs of our learners and staff. We will optimise the use of digital technology to support the service of human dignity and the pursuit of Truth. We will strengthen the process of evidence-based decision making in the allocation of available resources. We will ensure that we are discerning in our decision making, and make judgements that fully align with our ethos.

Enrolments

St. David's Sixth Form College will continue to work with its Catholic partner schools supporting the recruitment of Catholic learners in order to enrich our ethos and culture. We will:

- use St. David's Liaison Officers within each partner school;
- provide 'transition allowances' to support learners progressing from our Catholic partner schools to the College;
- provide targeted information evenings for parents and learners from each partner school;
- provide bespoke marketing materials for each partner school;
- engage learners from partner schools in curriculum developments; and
- provide scholarships for academic excellence and contribute to community for learners from each partner school.

The College will prioritise the recruitment of learners from areas of socio-economic deprivation, in line with Catholic social teaching's preferential option for the poor and marginalised.

St. David's Sixth Form College will ensure that its curriculum delivery plans are aligned to local and regional skill-set needs identified through labour market intelligence.

The College will strive to maximise its Learning Area Programme funding, whilst ensuring that learners are enrolled on the most appropriate courses to meet their needs.

St. David's Sixth Form College will seek appropriate alternative income streams and monitor changes in demographics to ensure that appropriate planning is undertaken to mitigate any funding instability.

Social Equity and Justice

St. David's Sixth Form College will be an inclusive college, open to learners of any faith and none. It will meet the Church's commitment to the preferential option for the poor. This commitment will be shown through its:

- diverse intake;
- investment in pastoral care and support;
- focus on learners in need of additional support and the targeting of appropriate support;
- approach to target-setting for learners to ensure they reach their full potential;
- allocation of financial support to learners in need; and
- opportunities for learners to appreciate the diversity of cultures and backgrounds through the Spiritual Reflection programme.

"And they shall know that I am the Lord their God, because I caused them to be carried away among the nations; and I have gathered them together unto their own land, and have left no one behind." ⁷

Finance

St. David's Sixth Form College will be discerning in its approach to the allocation of resources and in its decision-making.

We will implement our Financial Strategy to ensure that spending plans are affordable and sustainable.

St. David's Sixth Form College will ensure that it has effective systems of financial control and risk management. These controls will enable the achievement of the College's priorities and promote value for money. It will deliver efficient utilisation of capital, estates and technological assets.

Estates

St. David's Sixth Form College will plan its estates developments ensuring that these are aligned to its ethos. We will create spaces to ensure:

- the physical environment celebrates its Catholic identity;
- resources are matched to learners' needs to allow them to reach their full potential;
- the learning environment is stimulating and well-maintained;
- specialist accommodation and equipment are appropriate and up-to-date;
- accommodation is sufficient and well-maintained; and
- appropriate emphasis is placed on learner wellbeing.

Sustainable Development

We recognise that we are stewards of God's creation and we will proactively contribute to the sustainable development agenda through the management of resources: the learning opportunities we deliver and our engagement with the local community.

The College's focus on sustainable development is rooted in Catholic social teaching principles, particularly focused on the principle of 'care for creation'. This focus was echoed by Pope Francis in his encyclical entitled 'Laudato Si', 2015.

St. David's Sixth Form College will:

- raise awareness of sustainable development with staff and learners;
- embed sustainable development into our courses so that learners acquire these skills;
- ensure that sustainable development issues are considered in relation to energy consumption and management of waste and water;
- promote and deliver good sustainable

practices in all aspects of buildings and design;

- ensure procurement practices reflect social and environmental, as well as economic, costs;
- engage with the local community through volunteering schemes for the Welsh Baccalaureate and Spiritual Reflection courses;
- promote Fair Trade goods through our canteen and related venues; and
- share facilities with the local community to make the best use of resources.

*"The Lord God took the man and put him in the Garden of Eden to work it and keep it."*⁸

Technology

St. David's Sixth Form College will embrace digital technology to enhance and enrich the learning experiences for our students.

Through the confident, creative and innovative use of digital technology, teachers will provide a learning environment where students are inspired, engaged and motivated in their learning, ensuring they reach their full potential. Through digital technology, students will be active and collaborative in their approach, encouraging them to become more independent in their learning.

We strive to equip students with 21st Century knowledge and skills, so that they can successfully compete within the global economy.

We will work to educate and guide learners, so that they navigate the digital world safely and responsibly, recognising the threats and challenges alongside the benefits and opportunities.

⁸ Genesis 2:15

“We are called to use science and technology in a full and constructive way, while recognising that the findings of science always have to be evaluated in the light of the centrality of the human person, of the common good and of the inner purpose of creation.”⁹

Partnerships

St. David’s Sixth Form College will work with Catholic schools and HE providers in Wales to develop an integrated delivery structure for CPD that will serve all Catholic schools in Wales. This will enable the delivery of high quality and cost-effective CPD provision, meeting many of the principles of the Commission for Tertiary Education in Wales.

St. David’s Sixth Form College will work in partnership with Catholic secondary schools throughout Wales to ensure that young people of any faith and none, who wish to receive a Catholic education are presented with an ambitious and challenging curriculum offer. In doing so, St. David’s Sixth Form College will seek to facilitate and contribute to technological solutions that are at the cutting edge of developments in education.







St David's
Coleg Catholig Dewi Sant
Catholic Sixth Form College