

STRATEGIC PLAN

2025 - 2030

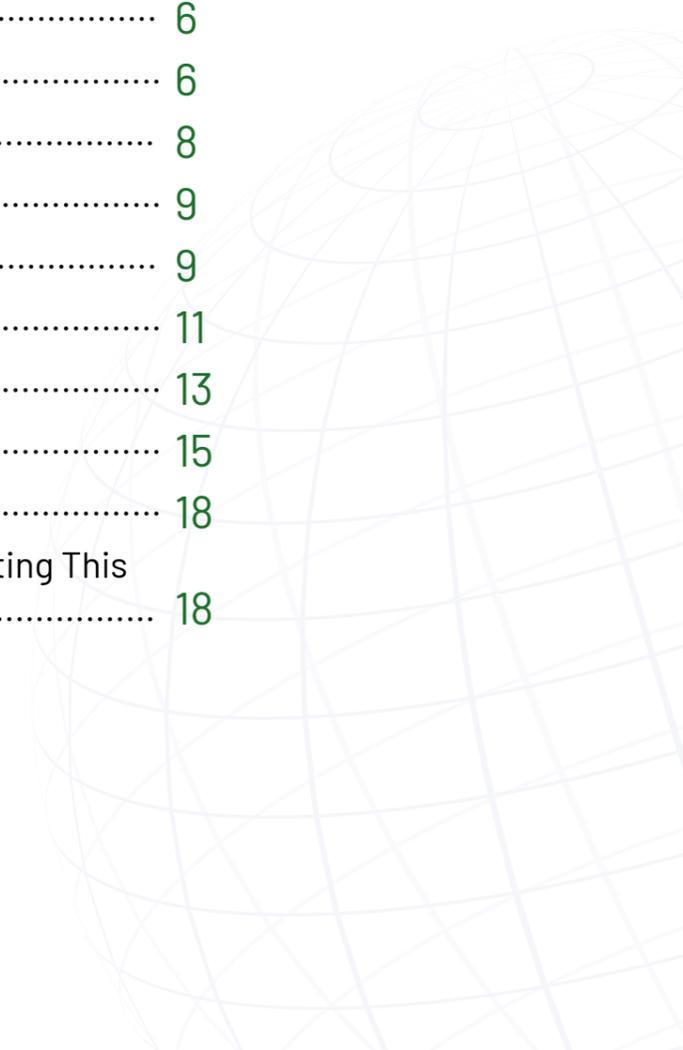
Approved by the Board of Governors

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ABOUT US

UK Business College Limited (UKBC), formed in March 2012, is dedicated to providing an exclusive learning experience, combining high-quality teaching with supportive learning facilities. Catering to students from diverse social and ethnic backgrounds, UKBC strives to create an environment of academic excellence and professional growth.

UKBC has demonstrated steady growth over the years, with continuous improvements in financial performance, including liquidity and profitability, reflected in the increasing company reserves. In terms of quality, UKBC successfully underwent a Higher Education Review by the Quality Assurance Agency (QAA), with the report released in May 2019, confirming the college's commitment to maintaining high educational standards. The college successfully registered with the Office for Students in May 2023. In October 2023, UKBC launched its Pearson-affiliated Higher National Diploma in Business. Since then, UKBC has been actively enrolling students in the programme.

With a commitment to nurturing both personal and academic development, UKBC aims to offer a wide range of courses and fosters a lively, caring atmosphere where students are encouraged to respect others and respond positively to high-quality teaching. The college's staff and resources create an exciting and enjoyable place to learn, ensuring that students are fully supported on their educational journey.

OUR VISION

Our vision outlines the future we envision for UK Business College and the meaningful impact we aim to have on our students, the local communities we serve, our society, and the wider world.

- To be a leading force in education with a strong international reputation for academic excellence and professional development across diverse fields.
- To achieve UK degree-awarding powers, empowering us to offer accredited, high-quality programmes that enhance our students' career prospects.
- To establish strategic partnerships with reputable companies and institutions, creating pathways for internships, employment, and real-world learning opportunities for our students.
- To be recognised as the "first choice" institution for transformative education, known for offering relevant, forward-thinking programmes that prepare students for the challenges of a rapidly changing world.
- To empower communities by creating diverse and inclusive learning environments, where students from all backgrounds are supported to reach their full potential.
- To be a leader in professional and personal development, equipping students with the skills, knowledge, and confidence to excel in their chosen fields.
- To foster a culture of innovation, critical thinking, and entrepreneurship, encouraging students to develop creative solutions to real-world business and societal challenges.
- To be recognised for our transformative approach to education by fostering a strong sense of community, belonging, and holistic development within an inclusive and accessible campus culture that supports every student in achieving their goals.
- To gain national and international recognition for our contributions to research and thought leadership, advancing knowledge in the fields of study we offer.

OUR MISSION

- **Provide accessible, high-quality and transformative education that empowers underprivileged students from diverse backgrounds, fostering their success and promoting community engagement and social responsibility.**
- Expand our educational portfolio beyond business, aiming to offer a diverse range of accredited degree programmes.
- Pursue UK degree-awarding powers to elevate our academic offerings from HND to full degree qualifications.
- Deliver high-quality, accredited programmes that meet UK standards and enhance students' career prospects.
- Develop and maintain industry and university partnerships to provide students with real-world learning experiences and employment opportunities.
- Offer innovative curricula that address current and future challenges across diverse and emerging disciplines and sectors, preparing students for a rapidly evolving global economy.
- Provide comprehensive professional development services, including mentoring, workshops, and career counselling.
- Implement a robust student support system with personalised guidance and resources.
- Conduct and disseminate innovative, interdisciplinary research, including pedagogical research, that advances knowledge, informs industry practices, and addresses real-world challenges across diverse fields of study, both locally and nationally.

OUR VALUES

- Openness and inclusivity
- Social responsibility
- Democratic values and freedom of expression
- Advancement of education at high standards
- Collaboration
- Commitment to success
- Integrity



STRATEGIC PILLARS

Pillar 1: Academic Excellence and Innovation

Focus on delivering high-quality inclusive education and expanding our programme offerings to meet diverse student and industry needs, aiming for degree-awarding status.

Pillar 2: Student Success and Well-being

Create an inclusive, supportive environment that prioritises student belonging, well-being, and co-creation, resulting in high satisfaction across all programmes.

Pillar 3: Community Engagement and Social Responsibility

Foster a culture of diversity and social responsibility, ensuring equitable access and meaningful engagement with local communities.

Pillar 4: Organisational Effectiveness and Sustainability

Strengthen financial sustainability and transparent governance, supporting long-term growth and stakeholder trust.

Pillar 5: Strategic Partnerships and Career Development

Build industry and educational partnerships that provide flexible real-world learning and career pathways, enhancing key employability skills for all graduates.



OUR OBJECTIVES

PILLAR 1

Academic Excellence and Innovation

OBJECTIVE 1

Enhance the educational journey of students and promote student engagement.

ACTIONS

- Be evidence-informed in our teaching, learning and assessment methodologies, championing active, social and inclusive learning strategies such as case studies, simulations, and role-playing to engage and challenge students and enhance their critical thinking skills.
- Empower students to take ownership of their learning through personalised learning plans, and flexible learning options.
- Prioritise the student voice to inform our academic decision-making, and develop a culture of student collaboration and co-creation.

OBJECTIVE 2

Obtain UK degree-awarding powers within the next 3-5 years.

ACTIONS

- Start preparing the DAP plan that demonstrates academic and operational capabilities.
- Establish a working group to oversee all steps in the process, including documentation, auditing, and evidence submission.
- Enhance quality assurance measures to align with degree-awarding requirements.

OBJECTIVE 3

Develop and launch at least two new degree programmes outside of business studies within 3 years.

ACTIONS

- Conduct market research to identify high-demand fields outside of business.
- Form a programme development team to design and launch new courses with industry relevance.
- Collaborate with industry experts to integrate practical, career-oriented skills into the curriculum.
- Plan a phased rollout of the programmes, including marketing and enrollment targets.

PILLAR 2

Student Success and Well-being

OBJECTIVE 4

Aim to achieve a 90% or higher student satisfaction rate across all programmes, as determined by internal and external (NSS) surveys.

ACTIONS

- Continue to maximise the learner voice via collecting and implementing feedback through a range of different surveys covering academic and professional services
- Continue organising regular meetings and develop multi-modal dialogue with student representatives to discuss satisfaction and to resolve concerns.
- Provide training to faculty and support staff on enhancing student interactions and addressing feedback via the adoption of creative and impactful solutions.

OBJECTIVE 5

Achieve an 85% student progression, continuation and completion rate across all programmes.

ACTIONS

- Continue to strengthen our student support activities to provide responsive and tailored academic advising and tutoring.
- Continue identifying at-risk students early and offer targeted interventions, including counselling and study skills workshops.
- Implement regular progress tracking for students, with periodic assessments to address issues promptly.
- Continue providing continuous formative feedback and feedforward, helping students stay on track and achieve the best possible outcomes

OBJECTIVE 6

Provide support services tailored to the diverse needs of students, ensuring equitable access to resources and opportunities.

ACTIONS

- Conduct annual needs assessments to determine the specific support requirements of our diverse student groups.
- Develop an accessible student support portal with resources such as counselling, academic assistance, and financial guidance specific to our student group profiles.
- Appoint dedicated and specialist staff to assist students from underrepresented backgrounds with personalised guidance.
- Offer students access to a comprehensive series of workshops and resources on topics such as study skills, technology, financial planning, and mental wellness.



PILLAR 3

Community Engagement and Social Responsibility

OBJECTIVE 7

Implement a comprehensive diversity and inclusion training programme for all staff and faculty by 2026.

ACTIONS

- Develop a series of training sessions for all staff and faculty with annual refresher courses.
- Optimise the onboarding process for new hires, integrating and promoting knowledge and understanding of diversity and inclusion specific to roles and functions



OBJECTIVE 8

Establish an annual UKBC research conference within 3 years.

ACTIONS

- Engage with key stakeholders, including staff, students, industry and representatives within the local communities, to identify meaningful and impactful research themes and opportunities
- Establish a UKBC committee to plan and coordinate all conference activities, including topic selection and speaker recruitment.
- Create a timeline with milestones for marketing, abstract submission, and speaker confirmations.
- Engage with industry and academic partners to sponsor and participate in the conference.
- Develop a post-conference review and dissemination strategy to gather feedback, improve future events, and to share findings across the Higher Education sector.



PILLAR 4

Organisational Effectiveness and Sustainability

OBJECTIVE 9

Acquire and maintain resources in line with growing student numbers.

ACTIONS

- Regularly assess and forecast resource needs based on student enrollment trends.
- Establish partnerships with suppliers and stakeholders for scalable resource procurement.
- Invest in infrastructure to support increased student numbers.

OBJECTIVE 10

To adopt best practices in leadership, governance, management, and administration to ensure a healthy and safe environment for all stakeholders.

ACTIONS

- Organise ongoing professional development sessions for staff in leadership and management roles.
- Conduct annual reviews of administrative processes to improve efficiency and stakeholder engagement.
- Conduct periodic reviews of governance structures.
- Further establish feedback systems for students and staff to report on safety, health, and engagement issues.

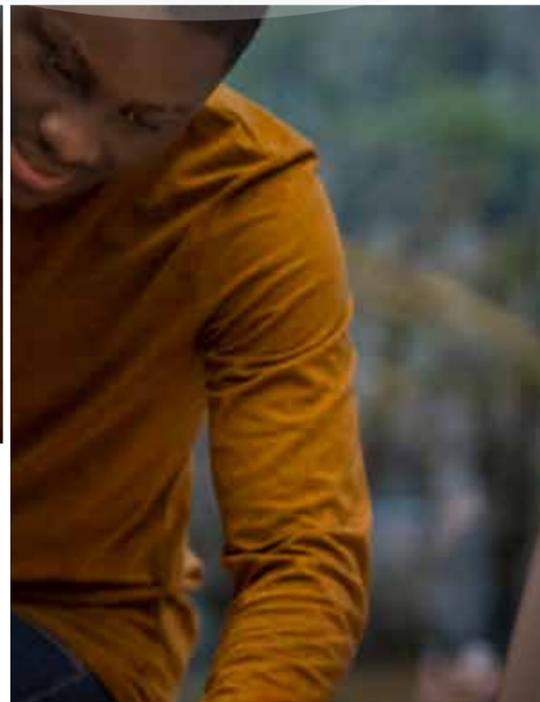


OBJECTIVE 11

Maintain institutional sustainability and ensure continuing operations.

ACTIONS

- Continue creating a 5-year financial sustainability plan, focusing on building reserves and reducing costs.
- Implement quarterly reviews of financial performance to ensure goals are being met.
- Continue reporting financial risk in risk register annually to identify potential operational risks and mitigation strategies.

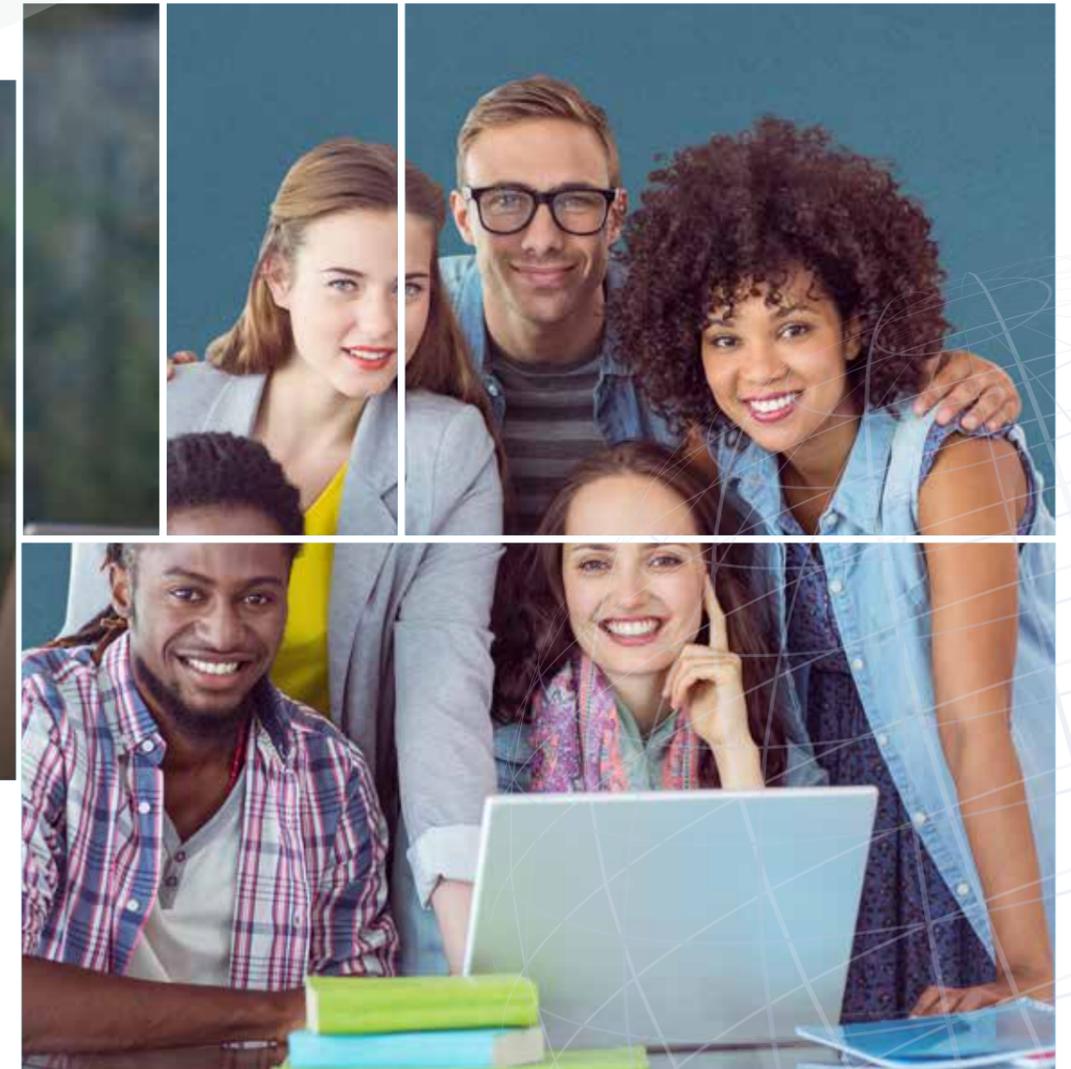


OBJECTIVE 12

Ensure transparency in decision-making processes and financial management, providing clear information to stakeholders about the college's operations and resource allocation.

ACTIONS

- Regularly review and update financial management policies to align with industry best practices and stakeholder needs.
- Ensure inclusive decision-making processes.
- Continue utilising the governance structure effectively to provide stakeholders with opportunities to ask questions and discuss operational matters.



PILLAR 5

Strategic Partnerships and Career Development

OBJECTIVE 13

ACTIONS

- Develop a dedicated Careers and Employability Centre, providing flexible opportunities for students to enhance their career readiness and foster industry connections
- Build strategic partnerships for effective knowledge transfer, leveraging a forward-thinking learning approach to address career and employability challenges, and significantly enhance hiring outcomes.
- Establish and launch a community-centered innovation model in which academia, government, and industry partners engage with our graduates through panel discussions, symposiums, and a series of employer-led events.

MONITORING AND UPDATING THIS PLAN

UKBC will monitor delivery towards this strategic plan's objectives on an annual basis. All the members appointed to the Board of Governors will meet each autumn to assess progress. This team will report on their findings, and if necessary, will make recommendations to further revise the plan in the context of delivery to date and any changes in the external environment. After reviewing the team's report, the Board of Governors will decide action to be taken (if any).



UKBC

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