



welcome



Chichester
college



Who are we?

Chichester College is one of the largest further education colleges in England. We have an established reputation as a quality provider of education and training, both nationally and internationally.

We are extremely proud of our commitment to offer educational and training opportunities to all and ensuring that we enable all our students to achieve their best. Our FE student population is split evenly between those studying Foundation and Level 1 qualifications, Level 2 and Levels 3 and 4.

Last year 17,685 students took advantage of what we offer

- 11,144 adult vocational students.
- 3,911 16 - 18 year old vocational students.
- Over 2,293 international students from 89 countries.
- 837 adults took courses for interest to develop their skills or knowledge.
- Over 1,105 14 – 16 year olds participated in vocational training programmes.
- 414 students with learning difficulties and disabilities on courses preparing them for work and life.
- 787 A-Level students.
- 209 studying HE courses.

We do all of this in a friendly, welcoming and dynamic atmosphere. We value our staff and students highly and want everyone to get the most out of their time at Chichester College.

Our mission & values

Our students are at the centre of all that we do. We encourage students from all backgrounds and studying at all levels to come to Chichester and we aim to give everyone an experience in which lives are changed through learning at the College.

In delivering our mission, we follow our six core values:

- Teaching and learning is our prime focus
- Commitment to excellence in all that we do
- Respecting and valuing all individuals
- Providing opportunities for all
- Having a 'Can Do' attitude
- Operating with honesty and integrity

We are committed to 'Every Student Matters' and ensuring that students are healthy, feel safe, enjoy and achieve, make a positive contribution and achieve economic wellbeing.



Our credentials

At our last full inspection in 2004 the College was judged as 'Good' with some outstanding features. We were recognised for our focus on excellence in teaching and learning for all our students, our first class support for students and for our culture of inclusiveness, welcoming students of all ages, nationalities and levels of ability. Last year our success rate was 80% for further education students, above the national average.

We have a Beacon Award for excellent practice in working with students with learning difficulties and disabilities. In 2007 we won a Beacon Award for Lifelong Learning which recognised the success of our BTEC Introductory Diploma in Art, Design & Media.

As well as our further and higher education students we have over 2,000 international students studying with us every year. The very high standard of this provision was recognised by the award of a 2005 Queen's Anniversary Prize for Higher and Further Education. We have also won two Beacon Awards for our International offer. In early 2009 we were rated as "Outstanding" by Ofsted during a Care Standards inspection which reviewed the care we give to residential students.

Chichester College is well known for its work with employers, both in Sussex and further afield. We do well with our work based students. Our success rate for apprentices is 72% and for Train to Gain it is 74%, both of which are well above the national averages. Chichester was one of the first wave of providers to gain the Training Quality Standard in 2007. We were one of the first two colleges to gain not only Part A accreditation but also two Part Bs for excellence in the Construction and Engineering sectors. In addition the College has held Investor in People accreditation since 1996 and the quality of our work with staff was recognised again in late 2008, when we were re-accredited.

The College has recently been awarded the 'Two Ticks' disability symbol by Jobcentre Plus in recognition of our commitment to the recruitment, employment and career development of disabled people.

Where are we?

The College is situated on two main sites, one in Chichester and the other in the Sussex Downs between Pulborough and Billingshurst. Both are attractive campuses with green open spaces and well kept grounds.

The Chichester campus has glorious views of the Cathedral and the front entrance has 200 metres of parkland and is used for picnics and outdoor sports. The campus is within 5 minutes walk of the railway station. Portsmouth and Brighton are easily accessible by train, as is London which is just over an hour away into Victoria.

Brinsbury campus, close to Pulborough, is located in 570 acres of land which includes two lakes, woodland, a working farm and stables. There is a local bus service to the campus and a train station in Pulborough.

Amenities in the Chichester area are excellent. Shopping in the area includes well known high street stores as well as a wide range of independent shops. The South Downs are easily accessible and include a number of traditional market towns and several areas of outstanding natural beauty. On the coast, every type of water sport and activity is offered.

Housing in the area can be expensive, although it is cheaper to the south of Chichester and towards Portsmouth.



THE QUEEN'S
ANNIVERSARY PRIZES
FOR HIGHER AND FURTHER EDUCATION
2005



INVESTOR IN PEOPLE





What's it like working here?

We will encourage you to develop

We offer continual development to all staff through our Professional Development Centre. Teaching and learning is continually developed by our highly effective and able Advanced Practitioner team.

Our aim is to provide you with the ingredients for a long and successful career within the College. Career paths exist in all areas of the College, such as administration, learning support, teaching and management and whenever possible we promote from within.

We also don't forget that you may want to do something more leisurely such as watercolour painting and this type of course is significantly discounted for staff.



Vicki Illingworth

I have been working at the College for a number of years now; what started as a 10 week contract to deliver A-Level Geography developed into a full time teaching post, which propelled me into management and I am now working as part of the senior management team as Director of Student Success.

I gained my teaching qualifications on the job and enjoyed every minute of it (well almost, it's hard work!) Shortly afterwards, there was the opportunity to apply for a CTM role responsible for AS/A Levels. I applied not thinking that I would stand a chance but got the job. As the College and the area developed I was promoted to Programme Manager. It has been a whistle stop journey of a lot of hard work building knowledge, skills and experience to equip me with the tools to carry out my job effectively and be part of the journey towards (if not beyond) excellence! I have completed my MSc in Education Management which has supported my transition into a senior management role.

Chichester College has given me the opportunity to engage in a number of challenging and exciting roles, all supported through staff development and my colleagues. I am now in my third year of my senior management role and although I have to deal with some difficult decisions and situations, most of the time it's great! I am really enjoying working with colleagues and supporting them to achieve to the best of their ability through coaching and development opportunities and seeing all of the work behind the scenes looking at reports and processes paying off as students enjoy their time at College and succeed.

Your voice will be heard

To be an outstanding college we know that we need to draw on the knowledge and experience of all our staff. To make sure we hear everyone's voice we actively encourage formal and informal feedback. Our Staff Committee represents all areas of the College and meets with the Executive Team and Governors every six weeks. We also carry out an annual survey of all staff to hear their views directly. We work hard to listen to the Student Voice and are known as a leader in this area.

We are investing for the future

Chichester College is continually developing and changing to meet the needs of our staff and students. Since 2000 over £15 million has been spent on building and refurbishing our campuses, including:

- A fantastic Student Centre and state of the art classrooms
- New buildings for agriculture, construction and horticulture
- Three new nurseries
- A new sports centre, fully equipped gym and a climbing wall
- A third hall of residence
- A large, vibrant refectory and shop complex

Our commitment to our facilities doesn't stop here. We have significant building plans underway, which will give us world class facilities in all areas and support our growth for many years to come.



Jason Ma

My name is Ma Szu-Chuang and I am from Taiwan. I came to live and work in Chichester in 2001.

The College has a very international environment with students from all over the world. Each day I see and speak to people from many different countries and cultures. As a person from overseas settling in the UK this was very important to me. The equal opportunities, vision for excellence and convenient and clean situation make this college a great place to work.



Jan Dougharty

I started my job in August 2006, just before the start of the College year.

I soon realised that my job was unique at Brinsbury campus; it involves a bit of everything from patrolling the campus dealing with behavioural issues, organising events, being a guide for farm tours, driving a tractor & trailer or minibus, dealing with the

transport for students to and from the campus, problem solving and making things happen, plus much more.

My job involves dealing with everyone which includes staff, students and external contacts. It touches every part of the campus and every curriculum area. My working days are never the same and the weeks fly by very quickly.

I was short-listed for the Chairman's Award in 2008; this was a great honour as nominations can only come from members of staff. I have also been chosen to represent the business staff at Brinsbury campus on the College Staff Committee.

I really enjoy my job and a big part of that is working with everyone at Chichester College.



Glenda Ford

Having worked at Chichester College for over ten years I have seen many changes which have been both challenging and exciting. Within that time I have had three different jobs, each a new role within the College, which has allowed me to build upon existing knowledge and develop new skills within a supportive environment.

I thoroughly enjoy working for a forward thinking and progressive organisation which always strives to be the best and encourages all staff to share this ethos. I have had many opportunities for personal and professional growth through a wide-ranging staff development programme and regular appraisals allow for reflection and progression of your position.

I served for three years as a member of the Staff Committee which gave me the opportunity to represent the views of my constituents at regular meetings with the Senior Management Team and Governors. These meetings ensure that all staff have an opportunity to express their views on any aspect of their working life and I valued the chance to work with a wide variety of people from across the College.

Outside of work I have enjoyed many of the amenities the College has to offer from theatrical and musical events to dining in the restaurants, as well as using the sports centre facilities.



Martin Smailes

In 2005 I joined Chichester College as a Lecturer in Motor Vehicle Studies working primarily from the Brinsbury campus. Since joining I have completed my full Certificate in Education qualification along with the A1 and V1 assessor and internal verifier awards.

In 2006 I took on the role of Section Leader within which I work closely with the Curriculum Team Managers to promote the growth and success of the curriculum areas. Following successful growth, my role changed again in September 2008 when I was promoted to the position of Advanced Practitioner at the Brinsbury campus. This role allows me to focus on all aspects of teaching and learning whilst providing support and training across the campus.



Sam English

I joined Chichester College in 2001 as an Apprentice within Human Resources. I completed my Apprenticeship in 2004 when I successfully attained my NVQ qualification at Levels 2 and 3 in Business Administration.

Since then I have successfully attained my Postgraduate Diploma in Human Resource Management and have been promoted to Assistant HR Officer.

The College has given me the opportunity to continue to study and work towards a professional qualification to develop my career. I greatly enjoy working at the College, the people I meet and the challenges of my role. I feel that I am a valued member of staff in an exciting place to work.



Stephen Millam

I moved to take up a Horticulture Lecturer position at Chichester College (Brinsbury Campus) in June 2007 after spending 20 years as a scientist at the Scottish Crop Research Institute in Dundee and the University of Edinburgh. I am originally from West Sussex and made this move to resume my original career in Horticulture, this time in an educational role. I saw this as a great opportunity, as the county is the centre of the British horticulture industry and Brinsbury is ideally placed to develop its role in this important area.



A great place to work

Get the most out of Chichester College

We want you to get the most out of working at Chichester College. We want to help you be the best you can and we want you to enjoy your job. We offer a wide range of benefits and activities to all our staff.

Team of the Month



The Skills Co-ordinator Team are pictured here receiving their award in December 2009.

Recognition

We recognise the dedication and commitment of our staff through a number of awards.

The Chairman's Award is an annual award made by the Chair of our Governors. It recognises someone who has made an outstanding contribution to the College over the previous year.

Team of the Month recognises a team who has made a significant contribution to the College in the month.

The long service awards recognise the loyalty of people who have worked at the College for a significant number of years.

The College operates a staff suggestion scheme whereby staff can make a positive contribution to improve the operation of the College. Monetary awards are given for worthwhile and implementable suggestions.

Continuing Professional Development (CPD)

We are passionate about being an outstanding college and know that to achieve this, everyone in the College must have the right skills. To help you build and develop your skills you will be able to use our Professional Development Centre which supports all staff by offering appropriate training and development.

We encourage all our staff to continue to learn through CPD activities. We have five days each year dedicated to learning and staff involvement in shaping the future of the College. Other training is provided by our team of Advanced Practitioners who support staff in the delivery of teaching and learning.

IT skills are not forgotten and our in-house training team provide both one-to-one and group training.

Individual professional development needs are met through external training courses, qualification based training and a range of in-house courses.

Career routes

The College has a wide variety of jobs allowing people to progress their careers. For example, teaching is a career that can be entered into directly or by first supporting students and then taking on an instructional role.

We encourage people to progress their careers in other ways; for example, part-time teaching and workbased assessing.



Apprenticeships

We are able to offer plenty of training to younger people through our apprenticeship programme. Our childcare facilities offer excellent training opportunities and our business teams support training in administration.



Childcare

First Steps Nursery is a high quality childcare business, run by the College, providing full day care and education for nearly 700 children. There are four nurseries in Chichester, Brinsbury, Selsey and Bersted. At Chichester there are also breakfast, after-school and holiday clubs. All staff receive a discount on fees for their children to attend the nurseries or clubs.

Get fit & healthy at Bodyworks

Our sports centre was opened in 2004 and includes a sports hall, climbing wall and fitness suite. The Gym has recently undergone refurbishment including brand new equipment. The sports centre is open to the public and staff as well as students. Gym membership fees for staff are discounted and there are a range of classes through the week. The Sports Centre also offers a range of children's parties.

Goodwood restaurant and Options bistro

We have two busy restaurants at our Chichester campus and special deals for staff are frequently on offer, as well as a customer loyalty scheme for frequent diners. We also offer quality Brinsbury meat for sale.

Travel Agency

The Travel Agency can assist in arranging holidays and/or flights at extremely competitive prices.

Oasis hair & beauty

Our Hair and Beauty team have an outstanding reputation and a wide range of treatments are available to staff at a **50% discount**.

Social events

We have a number of events throughout the year such as Christmas lunch and our annual summer BBQ.

Learning for pleasure

If you want to take one of the College's own courses then you receive a **£100 discount** for any FE courses or a **50% discount** on any Adult & Community Learning courses you wish to attend.

Multi-faith

Our strong international student community adds to the College's diversity. Our multi-faith room is available to all staff and students for prayers. We also have a College Chaplain.

We support diversity

We are a diverse College and meet the needs of both home and international students. We support students with learning difficulties and disabilities as well as those who follow our more academic programmes. Our staff are just as diverse but we have one thing in common and that is our commitment to student success. We take pride in having a 'can-do' attitude and through continuous improvement, we are always looking for ways of making things better and improve our services.

Your health & wellbeing

Your health is important to us and we support all our staff by offering:

- A superb, well equipped, subsidised gym
- Personal trainers who offer individual training programmes
- Support and guidance from a range of advisers
- A confidential College counselling service for all staff
- Cycle to work scheme

We also provide a large variety of sports activities from aerobics, yoga and football to badminton, basketball and for the more adventurous a large climbing wall.

Whilst we have designated smoking areas on campus we are actively supporting staff and students who want to stop smoking.

Why you should work with us

Competitive pay

We want to continue to attract excellent people to Chichester College, so our pay for staff is competitive and often exceeds the sector average.

Recognition

We know that our staff are key to our success and we recognise this through awards such as Team of the Month, the Chairman's Award and Long Service Awards.

Pensions

All staff are able to join the College's final salary pension schemes.

Parental Benefits

We offer generous maternity, adoption and paternity benefits to new parents, including paid leave which is higher than statutory levels.

Holidays

We understand that holidays help all of us work more effectively so all staff receive a generous annual leave package; on top of which staff also receive the College's annual close down period (between Christmas and New Year) and bank holidays.

Health

In addition to a generous sick pay scheme, we have negotiated discounts for staff with the HSA and College's Health Care Trust Health Reward Scheme.

We also pay for eye tests and contribute to the cost of glasses for staff who regularly use a computer. We provide subsidised gym membership and reduced sports class rates for all staff.

Training and Development

A wide range of training and development opportunities are available through our Professional Development Centre.

Golden Hellos

New teachers may be able to receive a Golden Hello if teaching defined shortage subjects.

Full details are available at: www.teachernet.gov.uk/fegoldenhellos

For more benefits please see our website: www.chichester.ac.uk

Supporting Charities

We actively participate in a range of fundraising events and encourage staff and students to contribute to these.

Events include Macmillan coffee mornings, Jeans for Genes Day, Pink and Blue days in aid of breast and testicular cancer and national days such as Children in Need and Comic Relief. We also support local charities such as St Wilfrid's Hospice.

The College also offers a Give As You Earn scheme, enabling staff to donate to the charities of their choice directly from their salary. This is an increasingly popular method of charitable giving as the charity receives your donation tax-free.

We are also keen to get people to give blood and regularly arrange for blood donor sessions to take place on site. Be it money, time or effort everyone at the College can participate in some way.



Fundraising for Children in Need 2009

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