



PEOPLE STRATEGY 2025-30

MAKING
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WORK

OUR VALUES

Forth Valley College's People Strategy 2025-2030 takes its lead from the College's Strategic Plan, underpinned by reference to the College's values, and the College's strategic aims:



WE INSPIRE

We encourage ambition and creativity, inspiring our students, staff, and partners to reach their highest potential.



WE ACT WITH INTEGRITY

We are committed to honesty, transparency, and accountability in all our actions and decisions.



WE ARE INCLUSIVE

We champion diversity, creating opportunities for all and ensuring everyone feels valued and supported.



WE ARE RESPECTFUL

We value every individual, fostering an environment of trust, fairness, and mutual respect.

Our values underpin our strategic aims and will guide our objectives and how we achieve them.

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OUR PURPOSE & STRATEGIC AIMS



THE PEOPLE STRATEGY 2025-2030

Forth Valley College's Strategic Plan states that "we will deliver a culture that empowers every member of our team, and our students, to excel through a shared sense of purpose and belonging to our values and strategic aims". Recognising that our people are our greatest asset, the People Strategy contributes to the College's Strategic Plan through its ambition statement and its commitments.

Our ambition, realised through our People Strategy, is to be an employer of choice, in attracting talent, in retention, and in career development. The College will be a place of work that demonstrates its values through its actions, and one that combines results with a nurturing culture.

-  We are committed to progressing an inclusive and supportive culture that benefits all staff, increasing morale and engagement, through living our college values and by promoting the health and wellbeing of all.
-  We will celebrate the collective efforts of all, acknowledging the value of our diverse workforce, with its range of roles and skills, working together toward common goals.
-  We are committed to empowering our staff to allow them to contribute their ideas, skills, and talents, to the College's success.
-  We are committed to cultivating leaders who are respected and show respect for others, who possess the skills necessary for success, and who actively promote core leadership requirements.

These commitments are the foundation of the People Strategy objectives.

OUR OBJECTIVES

The success of our People Strategy will be through the achievement of four objectives, in turn realising our People Strategy ambitions and commitments and linking directly to the College Strategic Plan:



These are detailed over the next few pages, including how these will be achieved and measured.

WE WILL DEVELOP AND NURTURE OUR HOLISTIC APPROACH TO HEALTH AND WELLBEING



- ✓ Growing our strategic advantage and meeting our values through the wellbeing agenda with its dedicated resources
- ✓ Developing and initialising bespoke initiatives that reflect the diverse and complex needs of our staff
- ✓ Provide accessible health services, in turn improving wellbeing and objective achievement
- ✓ Creating a flexible and adaptable working environment tailored to the needs of both staff and student
- ✓ Recognising the contributions of individuals and teams
- ✓ Equipping staff with the tools to manage a modern working environment and providing the support necessary to adapt and contribute effectively
- ✓ Continuing a consultative approach to organisational change, ensuring transparency and building trust in ambitious decisions

WE WILL EMPOWER OUR PEOPLE TO REACH THEIR FULL POTENTIAL



- ✓ Offering relevant and timely learning and development opportunities for all staff
- ✓ Encouraging productive review meetings and setting personal goals
- ✓ Planning and resourcing for the future to ensure continuous growth and contribution
- ✓ Integrating health and wellbeing in our planning
- ✓ Providing opportunities for staff to reach their full potential
- ✓ Ensuring each voice is heard and valued
- ✓ Promoting flexible and innovative work options to support inclusion and enhance contributions

WHAT SUCCESS WILL LOOK LIKE

- Invest in innovative mental health and wellbeing support for staff throughout the College
- Staff absence rates consistently below 4.5%
- Evidence of supportive flexible working opportunities to manage work-life balance and business need
- +10% INCREASE** 10% increase in engagement in wellbeing project survey, with robust data to action change
- Return on investment demonstrated through retention of permanent staff at 90%
- Opportunities developed to promote team spirit and improve cooperation

WHAT SUCCESS WILL LOOK LIKE

- Supporting staff to possess the necessary skills, excel in their roles, and contribute to the college's vision, through the defined Personal Review and Development (PRD) process and reflective practices
- GTCS** 80% of lecturers are registered with General Teaching Council for Scotland
- TQFE** 80% of lecturers hold Teaching Qualification for Further Education (or equivalent)
- Analysing data and feedback from staff surveys and groups to assess satisfaction and engagement levels
- Operate a set of defined and flexible development days for all staff

WE WILL NURTURE A PROGRESSIVE LEADERSHIP CULTURE THAT ALIGNS WITH OUR STRATEGIC GOALS AND INCLUSIVE VALUES



- ✓ Leading by example from the top down, embodying our values with integrity and sound judgment.
- ✓ Adopting leadership approaches that are centred on people, and aligned with both individual and team needs, while also meeting the college’s objectives.
- ✓ Recognising change management as a core leadership function, embedding it through leadership, engagement, and effective communication.
- ✓ Offering development opportunities that reflect both individual and organisational needs.
- ✓ Promoting ethical decision-making to guide our strategic direction.
- ✓ Developing future leaders through robust succession planning.
- ✓ Ensuring clear and inclusive communication with staff at all levels, involving them in key decisions and valuing their input.

WE WILL RECOGNISE THE CONTRIBUTIONS OF ALL, AS ONE UNIFIED TEAM



- ✓ Promoting a unified team, where success is built through listening, sharing, and valuing the roles and contributions of others
- ✓ Encouraging collaborative work, breaking down silos, while respecting the unique input of each role and responsibility
- ✓ Offering core skills and professional development aligned with the needs of the college
- ✓ Reviewing staff structures to ensure the right balance between service delivery and student support, with appropriate roles, resources, and support
- ✓ Driving continuous improvement across all areas
- ✓ Celebrating our collective success, recognising our unity as one team
- ✓ Monitoring, reporting, and adapting as necessary
- ✓ Maintaining strong employee relations

WHAT SUCCESS WILL LOOK LIKE

Providing new managers with a tailored induction process

Embedding change management training that is aligned with significant changes or challenges within the college

Offering and encouraging participation in management and leadership development programs

Evidence of strong management and employee partnership working

Offering mentoring and coaching, and practical development opportunities for managers

Demonstrating our commitment to core values through transparent College Strategic plan monitoring

WHAT SUCCESS WILL LOOK LIKE

Improve the college cultural survey scores by 10%.

50% of staff trained in the use of AI tools

85% of all relevant staff to complete digital skills assessment

Demonstrating clear evidence of consultation and support in key areas of change

Results from equality impact assessments that guide action and align with inclusive practices

Recognition at external awards, promoted and celebrated within the college

MEET SOME OF OUR PEOPLE

Photographs taken by Stuart Hall and NC Photography students - Alan Foad, Louise Moodie, MacKenzie Joubert and Mac Pearson



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