

OUR GUIDING PRINCIPLES

Our guiding principles support our decision making, actions and behaviours of our people.

Safety, Health, Well-Being and Environment First

Never compromise on the health and safety of our students, customers and our people, encourage and champion physical and mental well-being for all and to manage responsibly the impact that our business has on the environment.

Delivering Success for our Students and Stakeholders

Earn continued loyalty by consistently demonstrating why we are the first choice for quality, service, value and innovation.

Developing our People and Valuing Diversity

Recognise the individuality and contribution of our people. We create a work environment that is challenging and provides the opportunities and support for everyone to develop, learn and succeed.

Constant Focus on Performance and Continuous Improvement

Deliver the highest quality and performance, an ethos of continuous improvement is endemic. Mastering the fundamentals, then positively embracing change by finding better and new ways to do things for the benefit of all students, stakeholders and our people.

Profitable Growth

Deliver public value for our stakeholders underpinned by strong governance, through disciplined, sustainable growth, effective research, development and investment and efficient operational delivery, creating a better place to study and work.

OUR VALUES

Our 'can do' values capture in words the 'heart and soul' of the Derby College Group ethos and what we stand for.

C COURAGE

We value courage in our ideas, thoughts and actions. We challenge ourselves and each other and trust in each other's ability to deliver the results and do what is right.

A ACCOUNTABILITY

We are all champions of our College. We value pride in excellence and take personal ownership for achieving our objectives. We take responsibility for our actions, individually and as a Group.

N NETWORKING

We work towards a common goal through cooperation and teamwork. We value engagement and collaboration with each other and our stakeholders to enable us to achieve our best and most innovative results.

D DETERMINATION

We value tenacity which drives our resolve and energy to achieve our vision and goals.

O OPENNESS

We act professionally with honesty and integrity. We value the expertise, individuality and contribution of all of our people and together we celebrate our success with understated pride.