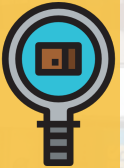


The Manchester College

The Manchester College worked with The Pacific Institute® for a 10 years period (2003-2013) to transform an already good organisation into an outstanding one.

ORGANISATION AT A GLANCE

The College caters to over 60K learners across a very wide range of specialisations and locations. It is currently the largest organisation of its kind in Europe and one of the largest and most diverse FE Colleges in the UK.



CHALLENGE

Manchester is a dynamic city with a great track record of economic success but, as with any large urban city, there are challenges of social inequality. The College had worked hard to maximise the recruitment, retention and learning outcomes for students so that they could gain access to the economic opportunities available. In 2003, TPI® was working with some of the most improved secondary schools in Manchester. The Manchester College (then known as MANCAT) was interested in finding out whether a similar impact could be achieved in a much larger and more complex organisation, and so engaged with TPI® to effect culture change across the College.



RESULTS

2003-2008 (MANCAT):

- ✓ 35% measured improvement in culture
- ✓ Improvement in Ofsted rating to **Outstanding** ranking the College in the top 5% of colleges for inspection grades at the time

2008 - 2012 (The Manchester College):

- ✓ Success rates for 16-18 year olds improved by 7%
- ✓ Absence rates for teaching staff down from 7% to 3%.
- ✓ Absence rates for support staff down from 8% to 3%.
- ✓ Teaching staff turnover down from 17% to 7%.
- ✓ Support staff turnover down from 9% to 5%.



SOLUTIONS

The college solution has comprised the full spectrum of the TPI® offering. This included:

- Measuring and re-measuring **culture**
- Focused **coaching** with leaders
- **Investment in Excellence®** for staff
- **PX2®** with college learners
- **STEPS®** within the Colleges' offender-learning initiatives.



“The work The Pacific Institute® undertook in helping us clearly define and envision our ideal culture and then aligning our leadership, staff development and student performance to that end has seen the college go from strength to strength” **Jack Carney, Former Deputy Chief Executive and Principal, The Manchester College**