

# Newton Rigg Limited Strategic Plan 2022-27



**NEWTON  
RIGG<sup>LTD.</sup>**

PROTECTING THE FUTURE

Charity Number 1199205

# 1

# Newton Rigg Limited



Newton Rigg Limited (NRL) was established in August 2020 to revive and restore land-based education and enterprise in Cumbria, and beyond, over a ten-year period.

During the last two years NRL has fought to re-establish a centre for land-based education in Cumbria and is now poised, as a new charity, to push forward with its ambitious plans.

## A SPECIALIST RURAL FACILITY TO LEAD POSITIVE DEVELOPMENTS IN RURAL INDUSTRIES AND COMMUNITIES

Newton Rigg Ltd aims to address the economic needs of the sector, alongside supporting the health and well-being of its people, with a 5-year strategy to meet its charitable objects and secure its long-term future.

This is underpinned by a 5-year Education and Training Development Strategy which identifies our key services.



# 2

## Charitable Objective

Our charitable objective is to 'advance the education of the public in rural and land-based subjects (including but not limited to, agriculture, countryside management, equine studies, land-based engineering, veterinary nursing and horticulture) by providing facilities, educational programmes and careers advice and guidance to students of all ages'.



# 3

## Our Vision and Mission



Our vision is to offer an inclusive curricula that facilitates progression for everyone and places our students, staff and the community at the heart of everything we do.

Our mission is to advance the education of the public in rural and land-based subjects by providing facilities, educational programmes and careers advice and guidance to students of all ages.



# 4

## Our Values and Ethics



Respect the environment, land and wildlife.

Take responsibility for safe learning and development.

Demonstrate honesty, integrity and high ethical standards.

Promote diversity and celebrate equity.

Create an inclusive environment.

Aim to be the best we can be.

# 5

## Our Strategic Objectives



We have focussed our strategic objectives on 5 key areas:

1. Develop an inclusive educational offer
2. Manage our infrastructure
3. Secure a sustainable financial future
4. Develop our workforce
5. Enhance our governance

Each strategic objective is underpinned by the following operational priorities for 2022-27.

**A ROUTE TO SUSTAINABILITY**

# 5.1 An Inclusive Offer

Our vision is for NR Training to develop an inclusive curricula that facilitates progression for everyone.

To achieve this we will:

- Secure a subcontract for Adult Education Budget via Cumbria County Council
- Access funding for 16-18 via partnership or subcontracting
- Gain accreditation with 2 awarding bodies
- Create curricula to support routes into employment, upskilling, recreation and health and wellbeing for all
- Develop curricula by working closely with land-based communities and industries to be able to offer the skills and support that they need
- Gain main apprenticeship provider status and open the Rural Apprenticeship Unit at Newton Rigg
- Develop the Community Digital Hub including a VLE and physical space
- Develop a Rural Business School to conduct applied research, consultancy and knowledge transfer with direct on farm/enterprise link to the farmers of Cumbria and beyond



# 5.2 Manage our infrastructure

To achieve our vision we need the facilities required to deliver outstanding education and training.

To achieve this we will:

- Secure a 3-year minimum lease on the Grizedale building to house the Cumbria Rural Business and Skills Centre at Newton Rigg, home to the Rural Apprenticeship Unit
- Develop areas to house the School of Horticulture at Newton Rigg
- Secure a 3-year lease for engineering provision at the Appleby Heritage Centre
- Secure a 3-year minimum lease on the Equestrian accommodation for livery and eventing for Newton Rigg Equestrian Eventing
- Sublet accommodation to maximise revenue
- Manage our IT to comply with GDPR





# 5.3 Secure our finances

To achieve our vision we need to ensure that our financial future is sustainable, now and in the future.

To achieve this we will:

- Become a Registered Charity
- Optimise financial and resource management
- Access new sources of funding to include grant and bid applications, fundraising, gifts and donations from trusts and local and national enterprises (in funding and/or in kind)
- Build and develop strategic partnerships with Government at local and national level to respond to procurement, commissioning and political changes
- Manage organisational performance utilising KPI's to assure quality, compliance and financial sustainability
- Widen our student recruitment using innovative communication methods
- Manage the Equestrian Centre to provide a sustainable income to support the charity



# 5.4 Develop our workforce

To achieve our vision we need to develop our workforce to ensure we can attract, retain and develop the best people for every job role.

To achieve this we will:

- Secure funding for key management roles to drive business and staff development
- Implement a staff development policy to enhance pedagogy and skills base
- Ensure safeguarding is at the centre of everything we do
- Review pay and benefits annually through external benchmarking and internal consultation



# 5.5 Enhance our governance

To achieve our vision and operate as a registered charity we need to ensure that our Trustees and advisors adhere to Charity Commission regulations to ensure that the public can support us with confidence.

To achieve this we will:

- Increase our Trustee capacity by seeking, appointing and annually reviewing the Trustee skills base
- Enhance Trustee knowledge and understanding of the land-based sector via away-days and attendance at conferences
- Ensure our Memorandum, Articles of Association and governance policies are fit for purpose
- Develop our charity branding and publicity



# 6

## Education and Training Development Strategy

Our Education and Training Development Strategy 2022-27 identifies our key services as:

- Full cost land-based education courses and programmes
- Adult land-based vocational courses and skills' training AEB subcontract with Cumbria County Council
- A Community Digital Hub to support e-learning and blended learning pedagogy
- A Rural Business School to conduct applied research, consultancy and knowledge transfer with direct on farm/enterprise link to the farmers of Cumbria and beyond
- A Rural Apprenticeship Unit delivering outstanding apprenticeship provision in land-based engineering, forestry, horticulture and countryside management within 5 years
- Health and well-being wrap around support
- Schools' provision for 14-18: careers, advice and guidance activities and pre-apprenticeship initiatives, such as 'Young Engineers'.
- Programmes and facilities to support local and national initiatives such as 'Skills Support for Unemployed', 'Multiply, Inspiring Eden' and Local Skills Improvement Plan for Cumbria.

In time, we will extend our services to include 16-18 ESFA funded education programmes, including T levels in land-based subjects.

# 7

## Newton Rigg Limited



Thank you for reading our Strategic Plan for 2022-27 to rebuild land-based education and training in Cumbria.

We are deeply indebted to all those who have supported us and helped us get this far.

Without you, we would not be here.

**A SPECIALIST RURAL FACILITY TO LEAD POSITIVE DEVELOPMENTS IN RURAL INDUSTRIES AND COMMUNITIES**

To find out more, support us, or give us feedback, please visit:

[Newton Rigg Ltd](#) website

[NR Training](#) website

[Newton Rigg Equestrian Events](#) on Facebook

