



ST CHAD'S COLLEGE

Non vestra sed vos: not what you have, but who you are. **VISION, VALUES, AND STRATEGIC FRAMEWORK (December 2024)**

Our Vision

To be a hospitable, supportive, challenging community of learning which inspires and educates our members to contribute with imagination towards a sustainable and just present and future for our world.

Our Mission

Working together as a warm, reflective community which sustains an outstanding collegiate experience, we promote academic excellence and whole person development. In a context of unprecedented global challenges, we aim to encourage intellectual curiosity and thoughtful hope as we explore how to live more sustainably and equip our members to make a positive social impact.

Our Values

As an independent college within Durham University, we are defined by our founding commitment to justice, inclusion and service, shaped and inspired by our Anglican roots and our home in the North East region. We seek to live with integrity as a community which includes people of all faiths, beliefs, and backgrounds.

St Chad's is:

- **Communal and Curious**
We welcome and value people from all backgrounds, beliefs and gender and sexual identities and promote a culture of respect, friendship, and inclusion. Our ethos supports the pursuit of academic excellence, the passion for ideas, the quest for truth, and a lifelong commitment to learning.
- **Sustainable and Just**
We reach out to under-represented people within local, national, and global communities, and work towards a fairer, more ethical and sustainable world. We respect our planet, aim to minimise the harm we do to it by adopting environmentally sustainable practices, and facilitate our students' engagement with ideas and practices that contribute to the sustainability of our planet.
- **Holistic and Beautiful**
We live as a community which nurtures spiritual as well as intellectual growth, and we facilitate an appreciation of the personal and political significance of faith in our world today. We value the aesthetic quality of our community environment, recognise the creativity involved in all intellectual endeavour, and integrate sport, music, art, drama and literature into our life together.
- **Professional and Adaptable**
We live in a competitive, fast-changing world. We are committed to maintaining all that is good in our College whilst ensuring that we develop and continue to flourish in the future.

Our Strategic Framework and Goals

Community

St Chad's aims to live out with integrity its communal values of justice, inclusion and beauty.

1. We will welcome and value students and staff from all backgrounds and perspectives, and encourage an ethos of friendship, diversity and respect. We reach out to under-represented people within local, national, and global communities, and work towards a more **just and inclusive** society.
2. We will offer our students high quality **pastoral support** and promote education for wellbeing, and a culture of resilience and respect.
3. As a **multi-generational** community including undergraduate, postgraduate, and senior members, along with our alumni and staff, we will facilitate opportunities for inter-disciplinary engagement and dialogue within our community.
4. We will nurture our network of relationships within **Durham University**, our identity as one of its two recognized Colleges, and remain committed to sustaining both our independence and our collegial engagement within the University.
5. We are proud to be part of the **North East** and are committed to enriching our connections with the region through our network of relationships including our work with schools, volunteering, internships, and research.
6. We are an **international community**, grateful to have members from all over the world, and will develop our students' capacity to be thoughtful global citizens.
7. We value the **aesthetic** quality of our environment and will strive towards beauty in our physical and community life together.

Learning

St Chad's aims to be known as an excellent academic community whose members support each other in a lifetime of learning:

1. We will encourage the pursuit of **academic excellence**, the passion for ideas, and a lifelong commitment to learning.
2. We will facilitate opportunities to **explore, challenge and debate ideas** within a culture of listening to and learning from others, including those who have different perspectives.
3. We will nurture spiritual, physical, mental and emotional development as part of a **holistic education** for sustainable lives, and we encourage participation in sport, music, art, drama and literature as an integral part of our life together.
4. In the context of rapidly changing global environment, we will facilitate opportunities for our members to be reflective about their **life, careers and vocational choices** and to think creatively and hopefully about our shared responsibility for the sustainability of our planet.
5. As an academic community, we will promote **high quality research** in a range of ways including through our Policy and Practice Unit, which focuses on informing social enterprise and Third Sector work nationally and in the North East.

6. We will encourage and facilitate opportunities for students to think outside the box, to be imaginative and **entrepreneurial** in exploring new opportunities for volunteering, career options and social enterprise initiatives.

Sustainability

In the context of climate crisis, and aware that managing our buildings in a way that addresses the environmental agenda is a major undertaking, we are committed to mitigating our own environmental impact and to helping our students to engage thoughtfully with environmental sustainability.

1. We will respect our planet and aim to minimise the harm we do to it by adopting **environmentally sustainable** practices in the management of our estate, buildings, facilities and operations.
2. We will be proactive in seeking the highest environmental credentials we can reasonably achieve given the constraints of our heritage estate. We will maximising opportunities for sustainable environmental improvement through a carefully planned programme of works with a particular focus on energy use, energy efficiency and the generation of energy whilst retaining the character and appearance of a listed / heritage estate.
3. Aware that the techniques for measuring the regulatory environment and the energy performance and the environmental performance of buildings are fast changing, we will keep abreast of change to ensure that we are following best practice. In particular, we will take note of techniques such as NABERS (National Australian Built Environment Rating System) which account for embodied carbon – a measure that is more sympathetic to heritage buildings like St Chad's.
4. In a context of unprecedented global challenges, including growing inequities around Climate Justice, we will provide opportunities for members to engage with ideas and practices that explore **how to live more sustainably**, and by encouraging intellectual rigour and thoughtful hope, will encourage and equip our members to make a positive social impact.

Professional

St Chad's aims to be an organisation that works to the highest professional standards.

1. We will sustain **effective governance** that ensures effective systems of staff appointments, training, accountability, risk management, future planning, and communication.
2. We will strive to be **an excellent employer**, committed to fair and transparent HR practices, staff training and development, clear management structures, policies and communication, and a commitment to promoting a culture of mutual respect.
3. We will manage our **historic buildings** and grounds in ways that do justice to their **beauty** as well as their functionality.
4. We will practice **careful financial and commercial management** with efficient and transparent systems and effective commercial income generation and fundraising
5. We will remain committed to **high standards of cleaning, maintenance and refurbishment** in our accommodation and healthy and **responsibly sourced catering options** to ensure an attractive and sustainable residence offer which delivers a high-quality collegiate experience and value for money in an increasingly competitive environment.