

Northampton College is seeking two Governors to join the Corporation

Do you want to be part of a College that is at the forefront of its community, constantly building on its achievements and working to secure an ever higher quality of education and training for students of all ages and backgrounds in Northamptonshire?

In the latest national data available (for 2019), Northampton College is now one of the most successful FE Colleges in the country. It has been agile, flexible and proactive in the face of the pandemic whilst still ensuring the delivery of a high quality curriculum to all students and that the safety of students and staff remains paramount.

2019 saw the opening of the ACE Centre, which brings an exciting and innovative curriculum in construction engineering offering real choice to students. The College has built on that success as the Centre goes into its second year. The College is now developing its Digital Academy to strengthen its offer even further. These are just two examples of the College's innovative approach and its close working with Employers to ensure their needs are met.

This success has been achieved at the same time as maintaining a strong financial position.

This is a stimulating and rewarding opportunity to bring insights from your own field of experience to the strategic direction of this leading Further and Higher Education College – enabling thousands of people to reach their full potential and benefiting employers and the wider community. Northampton College provides some of the best in education and skills programmes in state of the art facilities across Northampton and Daventry.

Being a governor is a non – executive, Trustee, role. The Corporation provide strategic input for the College, in both holding staff to account for the overall delivery of the offer to students in a professional manner and at the same time offering support.

As a college we provide a welcoming and inclusive working and learning environment, recognising and respecting all individuals' differences. We would particularly welcome applications by candidates from Black, Asian and Minority Ethnic backgrounds, candidates identifying with all genders and disabled candidates. We are also particularly seeking a Governor who is a Headteacher, retired senior educationist or someone holding accountancy or legal qualifications.

Here are some of the things Ofsted had to say about the College in October 2018:

Leaders and governors have developed a clear vision and purpose for the college. They have high ambitions for their learners and for the communities in which they live

Governors provide a major contribution to the formulation of the college's strategy. They understand this clearly. Governors have a good understanding of the key strengths and areas for development for the college.

Students and apprentices are highly respectful of each other, their teachers and assessors and their college. They exemplify British values in their daily lives, showing tolerance to each other, especially towards those who have differing views, opinions and lifestyles.

Students ... make good progress from their starting points. They develop very good practical skills, which they increase during their work experience placements

Students for whom the college receives high-needs funding make exceptional progress..... They also make very significant progress towards independence. A very high proportion move on to further study or employment

Leaders, managers and teachers have high aspirations for their students and apprentices. They set high standards for conduct and appearance. As a result, students are well behaved in lessons and in social spaces. This reflects the high standards found in the industries in which students will eventually work.

Adult students increase their self-confidence and learn to believe in themselves. Their experiences at college help them to widen their horizons.

The full report can be accessed at <https://www.northamptoncollege.ac.uk/ofsted.html>

Our present Governors come from a wide range of backgrounds, Details of which can be seen on the biographies page of our website <http://www.northamptoncollege.ac.uk/about-us/governance.html> . There are strong professional working relationships between the Corporation and staff, which is a key element of how we work and our success. An induction programme and ongoing training will be provided to the successful candidates.

If you feel that you could fulfil the role of Governor and can commit to the time requirements as highlighted in the Job and Person Description then please submit a CV, along with a covering letter, to julie.brasier@northamptoncollege.ac.uk expressing why you feel you are suitable for the role.

If you require more information or for an informal discussion about the role please contact Julie as above.

Closing date for Applications: Friday 4 December 2020

THE ROLE OF GOVERNOR AS A MEMBER OF NORTHAMPTON CORPORATION

RESPONSIBILITIES AND JOB DESCRIPTION

This is an opportunity to hold a key role in a College that is at the forefront of its community, constantly building on its achievements and working to secure an ever higher quality of education and training for students of all ages and backgrounds in Northamptonshire

Purpose of the Role

- The Corporation, led by the Chair, provides support, checks and balances to the Executive Team led by the Principal.
- The Corporation is accountable for its stewardship of public funds to deliver a quality service and for the performance of its legal and statutory duties.
- The Corporation approves the strategic direction of the College to enable the delivery of strong student outcomes and monitors the College's performance against the agreed strategic aims and relevant internal and external measures.
- Collectively, individual Governors contribute their professional, specialist and general management skills to the Corporation (and its committees) in a non-executive role. The day-to-day management of the College is the responsibility of the Principal and the Executive Team.

Key collective accountabilities to:

- The College's students and customers for quality of experience and outcomes;
- The Government, ESFA and public for the use of public funds;
- The local community for a local resource;
- College staff as their legal employer.

Duties

These are specified in the Instrument and Articles of Government. Governors are responsible for:

- Determination of educational character and ethos;
- Articulation of vision, values and strategic direction;
- Approving the quality strategy of the institution;
- Oversight and monitoring of college activities;
- Effective and efficient use of resources;
- Financial probity;
- Safeguarding assets;
- Approving annual estimates of income and expenditure and three year financial plan;
- Approving strategic plan;
- Appointment, grading, suspension, dismissal, appraisal and determination of pay and conditions of the Principal and the Clerk;
- Setting framework for pay and conditions of service of all other staff;
- Agreeing retention and achievement targets, monitoring academic achievement and raising standards;
- Ensuring the correct policies and procedures necessary to fulfil its legal obligations.

In addition, the College has a Code of Conduct which reflects the Nolan Principles of Public Life.

Term of Office

Up to 4 years.

Eligibility

- Governors are required to make an annual declaration of eligibility and of interests. This is held by the Clerk and is made available to members of the public.
- A person is not eligible to be a Governor of an FE college if he or she has been declared bankrupt within the last three years or served a sentence for a conviction within the last five years, or been removed from office as a member of an FE Corporation within the last ten years.
- Governors should not normally have a teaching role or be a student at the college unless they are appointed as staff or student members.
- Although not a statutory requirement, Governors are required to agree to complete a Disclosure and Barring Service (DBS) check and to confirm proof of identity on appointment and on re-appointment.
- Governors are required to participate in the annual appraisal programme.

The role of the Governor, when not a Chair or a Vice Chair, requires an estimated commitment of 60 – 70 hours per annum. The role does not involve contact with parents of students.

Note on governor liability: The College has indemnity insurance to cover governors acting in good faith. In most circumstances if there is a problem at a College resulting in loss to a third party, the aggrieved person may sue the College as a corporate entity. In certain exceptional circumstances it may be possible for a claimant to sue an individual governor. However, the law* provides some protection in this situation so long as the governor has acted honestly and reasonably.

(* Section 145 of the Learning and Skills Act 2000)

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GOVERNOR PERSON SPECIFICATION

In seeking to fill any vacancy, the Corporation endeavours to maintain a balance of skills and experience amongst its membership. The following are general and specialist attributes for Governors:

General Attributes

- Commitment to the ethos of Further Education and in particular, the support and development of Northampton College, its mission vision and values.
- Ability to recognise and respect all individuals' differences and to provide an inclusive working and learning environment.
- Ability to work positively with others and debate whilst maintaining a constructive professional atmosphere.
- Ability to both support and challenge the Executive Team staff in a professional, constructive and timely manner and provide balance, support and perspective when necessary.
- Ability to communicate effectively, to think strategically and to be visionary for the future plans of the College.
- Ability to absorb sometimes complex information.
- Ability to commit to attend Corporation meetings each year
- Most Governors commit to being a member of one committee of the corporation, which meet 2-3 times a year.
- It is desirable for Governors to take part in other aspects of the College life by attendance at other major College functions, e.g. Awards Evenings, Marketing events.

Specialist Attributes

- Experience in any of the following:
 - Commercial, public and not for profit sector
 - Manufacturing and services sectors
 - Professional services (particularly legal and audit)
 - Financial services
 - SME's and/or large corporate organisations
 - Schools or colleges
- We are particularly seeking a Governors who is a Headteacher, retired senior educationist or someone holding accountancy or legal qualifications
- A level of seniority or experience in your own profession, business or activity
- A particular knowledge or experience of professional, industrial, business sector, public/community organisations or voluntary sector.