

Riverside College

Widnes & Runcorn

Application Pack for Post of Deputy Principal - Curriculum & Quality July 2024



Introduction

Thank you for expressing an interest in the post of Deputy Principal – Curriculum & Quality at Riverside College.

The College is in a very positive position having just been judged Outstanding by Ofsted for the second time, 2024 and 2020. We are in Outstanding financial health and have enjoyed sustained growth over a 10-year period as shown below:

	2013-2014	2023-2024	Growth
Turnover	£18m	£35m	94%
16-18 Students	2,212	3,692	67%
Apprenticeships	£1.4m	£2.15m	54%
HE	£1.6m	£1.8m	13%
Quality (Ofsted)	GOOD	OUTSTANDING	
Finances (ESFA)	GOOD	OUTSTANDING	

The College enjoys exceptional relationships with the local community and all stakeholders.

The role of Deputy Principal is a pivotal one for the College. We have a College Management Team made up of experienced and dedicated professionals and we need an inspirational and experienced FE practitioner to join the team. As Deputy Principal you will be working with governors, the Principal, Deputy Principal (Finance and Resources) and managers to deliver a strategy that embodies the vision, values and aspirations of the College. You will play a key role in the educational and employment outcomes in the local area and across the region.

The Board is seeking a talented and enthusiastic individual with exceptional leadership skills, to build on our success and to continue to drive the College forward. You should be able to identify and exploit new opportunities, and work within a strong team to take the College to higher levels of performance.

Message from Neil McGrath, Chair of Governors

The appointment of an individual whose values and goals are consistent with those of our College is of great importance to us. For that reason, I want to encourage you to find out as much as you can about the people, the College, the area and the post in order to make the right decision for you in considering an application. If you do decide that Riverside College is the place for you, I look forward with great enthusiasm to meeting you.

To apply, please send a Curriculum Vitae and covering letter for the attention of Julia Withersby, Head of Human Resources. For an informal discussion please phone me on 0151 257 2036.

Yours sincerely,

Mary Murphy
Principal



Locality

The Best of Merseyside & Cheshire

Based in the North West of England, in the heart of the Liverpool City Region with a population of 129,759, Halton is a great place to live, work and study. Its two main settlements of Widnes and Runcorn face each other across the River Mersey. It also includes the towns of Daresbury, Hale, Halebank, Moore, Preston Brook and Sandymoor.

The borough benefits from beautiful countryside, fantastic connectivity and transport infrastructure with good road and rail connections to London (less than 2 hours by train) and Birmingham. Good proximity and access to airports at Liverpool and Manchester and to the Merseyside seaports.

Halton is a modern industrial, scientific and logistics hub with a higher proportion of jobs in these industries. It attracts many skilled workers from outside the district whilst also enabling affordable and desirable housing across the Cheshire countryside. Halton is a centre of expertise in the development of Hydrogen to tackle the climate emergency.



Transforming the Borough



The College has made a significant contribution to the improvements in the standards of education in the Borough in recent years. The Ofsted report of 2024 noted that 'leaders and staff are highly visible in the community and work very effectively with stakeholders for the best interests of Halton and the wider LCR' and the 2020 report asserted that the College has helped reduce the number of young people and adults who are not in education, employment or training in Widnes and Runcorn.

In 2021 Halton saw the North West's third-largest percentage-point fall in the proportion of people aged 16 years and over (excluding full-time students) who were unemployed from 5.1% in 2011 to 2.7% in 2021 (ONS – How Life Has Changed in Halton in 2021).

Since 2019 the College is the only significant post-16 provider in the Borough apart from Ormiston Bolingbroke Academy which has a small sixth form.

Overview of the College's Offer

2023/24 Learner Enrolments

The College offers the following types of provision: 16-18 study programmes; adult learning programmes; apprenticeships; provision for learners with high needs; Higher Education (HE) and full cost recovery courses.

16-18 Full Time	19+ Full Time	Higher Education	PT (Ex Basic Skills)	Basic Skills	Apps
3,473	182	367	832	936	487

The College is based across three sites which are in very close proximity to one another. The Cronton campus offers mainly A level and Level 3 for 16-18-year-old learners, the Kingsway campus predominantly provides programmes for pre-advanced vocational learners, higher education, apprentices and adult learners, and CRMZ supports our SEN learners.

Partnerships

The following organisations provided training on behalf of Riverside College in 2023/2024:

- Power in Partnership
- Crosby training



Riverside College Context

Riverside College is a medium-sized general further education college, located in Halton within the Liverpool City Region Combined Authority. It was formed in August 2006 following the merger of Halton College and Widnes & Runcorn Sixth Form College.

The College serves the borough of Halton as well as attracting learners from outside of the Borough.

Twenty-four Priority Investment Area (PEIA) were named in the Schools White Paper, March 2022. These areas were identified due to low attainment and high rates of economic disadvantage and include Halton, Knowsley and Liverpool. This means that 79% of the College's 16-18 cohort are from PEIA boroughs. The three key areas of collaborative work to address these needs are English and maths, attendance and the Halton Inclusion Partnership.

According to the Department for Education's indices of multiple deprivation, the College is located in the 13th most deprived borough nationally and the 3rd most deprived in the Liverpool City Region. 23.7% of Halton's population are classed as economically inactive and the number of people claiming out of work benefits is higher than the national average; 4.3% compared to 3.7% nationally (NOMIS 2023).

13.8% of households are in fuel poverty with 15.4% of households experiencing a struggle with food insecurity and 6.5% of households are classed as experiencing hunger.

<https://lginform.local.gov.uk/reports/view/research-officer/web-housing-and-debt>

The Liverpool City Region's Long-Term Skills Plan has identified a number of high-level opportunities for growth. Some of the primary areas of interest are:

- **Health and Care.** The College has recently completed the build of a Health and Wellbeing Centre with specific health and care resources.
- **Green Jobs and Skills.** A new Hydrogen Technology space is nearing completion and work has started on the build of a three-story green technology centre.
- **Early Years and Childcare.** The College is now running T Levels and apprenticeships in this curriculum area.
- **Life Sciences Investment Zone.** The College is one of very few providers that deliver the Laboratory Technician Apprenticeship in the Liverpool City Region.



Our Vision

Through the excellence of the education we provide, we will enhance and transform lives. We strive to be sector-leading in everything we do.

Our Values

1. Teaching and learning is our priority and the needs and safety of our students always come first.
2. As members of the College, we are partners in the success of the organisation, and we are all accountable for our outcomes.
3. High standards are at the heart of all that we do. In our pursuit of excellence, we recognise that individually and collectively we can always improve.
4. Within our college community we treat each other with respect, trust, openness, care and consideration. We celebrate student and staff success.
5. We are an inclusive college where we promote and protect equality and diversity.
6. We work in partnership with employers and other stakeholders so that we can make a positive contribution to local, regional and national economic development.

Our Strategic Aims

1. To achieve high quality outcomes for our students by prioritising teaching, learning and progression.
2. To continue to improve levels of efficiency and remain in outstanding financial health.
3. To maximise opportunities for growth



Teaching & Learning

At Riverside College, teaching and learning are at the heart of everything we do. Teacher education staff are at the forefront of raising standards of teaching and learning, through sharing good practice and supporting staff.

We support all new teaching staff, whether new to teaching, or experienced teachers who are new to teaching at Riverside, with a tailored induction programme so they are aware of what it means to be a teacher at Riverside and are confident in their new role. All teachers take part in our Great Teaching programme through which they benefit from personalised coaching and support from a member of the management team.

The recent Ofsted report commented that *'leaders ensure that teachers are highly qualified and have expert subject knowledge. Teachers benefit from a range of staff development to improve their teaching skills and to maintain their vocational currency.'*



The College

Ofsted Inspection Results

The College's most recent Ofsted took place in April 2024, when the grades below were awarded:

Overall Effectiveness

The quality of education
Behaviour and attitudes
Personal development
Leadership and management
Education programmes for young people
Adult learning programmes
Apprenticeships
Provision for learners with high needs
Overall effectiveness at last inspection

Outstanding

Outstanding
Outstanding
Outstanding
Outstanding
Outstanding
Outstanding
Outstanding
Good
Outstanding

The report commented that *'students and apprentices enjoy their learning at Riverside.'* It was noted staff *'have a strong sense of community and are passionate to provide life-changing opportunities for young people and adults, many from disadvantaged backgrounds, to achieve their personal and career goals.'*

Ofsted judged that the College *'makes a strong contribution to meeting skills needs. Leaders and managers have a deep understanding of skills needs for the region. They have established highly effective partnerships with a range of stakeholders, including local chambers of commerce, the local borough council and the Liverpool City Region (LCR) combined authority.'*

Culture

We believe the culture at Riverside is very special and is key to our successes. The culture is one of support and challenge in which we all work together to ensure the best possible opportunities for students. Ofsted commented that our students *'feel part of a community at the college and build trusting relationships with college staff.'*

The culture is one of continuous improvement. Staff are recognised and rewarded for the work they do, we have a well-established Wellbeing Strategy which is integral to supporting staff. Ofsted noted the impact of this saying *'leaders listen to feedback from staff to reduce workloads and stress'* and *'staff feel well supported by their managers.'*

To build on this, from 1st September the college's working week will finish at 2pm on Friday to support work life balance.



Steve Rotheram, Metro Mayor of the Liverpool City Region, visits the College for the opening of the new Hydrogen training facilities

Post of Deputy Principal, Curriculum & Quality

Main Purpose of Job

A senior postholder role with responsibility for curriculum, quality, safeguarding and equality, diversity and inclusion. To lead curriculum and pastoral staff in providing outstanding provision to students across all areas of the college. To maintain and develop strong links with stakeholders and promote the college externally.

Key Responsibilities

- To deputise for the Principal as required.
- To develop, articulate and implement a vision and strategy for the college which prioritises teaching and learning.
- To lead and manage the curriculum and student support management team to ensure high expectations and high achievement for all students across all programmes.
- To be the college's Designated Safeguarding Lead ensuring policies and procedures are in place to meet legal obligations and best practice.
- To lead the Equality, Diversity and Inclusion agenda to ensure it is prioritised across the college. To identify and implement processes to narrow any attainment gaps.
- To make a significant contribution to the college management team in achieving a whole college approach to all aspects of college life.
- To create a positive culture in which staff feel valued and respected.
- To identify current and future issues in post-16 education and implement strategies to manage these reforms.
- To successfully engage and work collaboratively with a diverse range of stakeholders (including students, schools, parents/carers, staff, funding bodies, employers and other academic bodies and partners) showing a high level of political insight to enhance and maintain the college's reputation.
- To identify prioritise and maximise new opportunities to grow the organisation whilst protecting the college's core business.
- To develop a curriculum which is exciting and engaging for students and responsive to key stakeholders and the local skills needs of the community.
- To manage change and major projects whilst maintaining high standards of operational and academic excellence.
- To ensure the Board of Governors receive accurate and timely information in order for them to effectively discharge their responsibilities.
- To ensure value for money and financial prudence on all aspects of the college business.



Post of Deputy Principal, Curriculum & Quality (cont.)

Management

- To ensure appropriate interventions are taken to support student achievement.
- To ensure that quality assurance takes place across the college which promotes continuous improvement.
- To provide accurate and timely information on all areas of responsibility to the Corporation, funding bodies and management teams as required.
- To contribute to the Self-Assessment Report and Quality Improvement Plan
- To deploy the agreed HR procedures, including a culture of scholarship, high expectations, mutual support and support for students
- To performance manage staff as appropriate, rewarding good practice and managing underperformance.
- To manage resources with a focus on value for money.
- To actively contribute to the risk management of the college.
- To ensure all data is processed and maintained in line with the College's Data Protection Policy and GDPR regulations.
- To implement Department for Education guidance in line with college procedures.

Personal Development

- To undertake professional development and updating as required.
- To lead CPD sessions for staff.
- To mentor and support staff to achieve their full potential.
- To accept flexible redeployment and reallocation of duties commensurate with the level of the post.



Person Specification

Knowledge & Experience

1. A successful track record of the leadership of teaching, learning and assessment and the raising of standards in an organisation of similar complexity
2. Educated to degree level with a recognised teaching qualification or equivalent with clear evidence of continuing professional development. Further management qualifications are desirable
3. A clear understanding of current and future issues in post-16 education and the ability to implement strategies to deal with these reforms
4. Experience of successfully engaging and working collaboratively with a diverse range of stakeholders (including students, schools, parents/carers, staff, funding bodies, employers, other academic organisations and partners), showing a high level of political insight and the ability to enhance and maintain the College's reputation
5. Demonstrable contribution to networking and influencing sector developments.
6. Proven experience of taking an holistic approach to the development of an organisation, with strategic flair, effective planning and prudent financial management
7. Strong commercial focus to identify, prioritise and maximise new opportunities to grow the organisation, but not at the expense of the College's core business
8. Experience of developing a curriculum which is exciting and engaging for students and responsive to key stakeholders
9. Robust experience of managing change and major projects whilst maintaining high standards of operational and academic excellence
10. Experience of working as part of a senior team and of operating at a corporate level.

Ability & Skills

1. Ability to develop, articulate and implement a vision and strategy for the College that prioritises teaching and learning
2. Ability to provide direction and leadership to inspire confidence and commitment from others
3. Creation of a positive culture in which staff feel valued and respect their colleagues
4. Capacity to work the hours needed to succeed in a sometimes pressurised environment, with the dedication and confidence to take decisive action
5. Ability to create a positive ethos where students are surrounded by opportunities for personal growth and development
6. Strong negotiating and influencing skills and the ability to inform and convince through personal credibility
7. Effective delegation skills, ability to manage the performance of others and to inspire high levels of staff morale to deliver outcomes for students
8. Excellent communication skills with the ability to present complex issues in a clear and concise manner to a range of audiences
9. Ability to work at a strategic level to analyse and assimilate information to manage, assess, inform and debate
10. Dedication to serve the needs of the local community through the development of successful partnership arrangements
11. Demonstrable commitment to and prioritisation of safeguarding, equality and diversity and health and safety.

How to Apply

Applications should be made by curriculum vitae, no longer than 4 sides of A4, and a covering letter. You should include the names of two referees and state whether the College can contact these individuals prior to the interview process. One of your referees must be your current/most recent employer and if not currently working with children/young people one referee must be from the last role which did include this.

The closing date for applications is **12 noon on Friday 9th August 2024**. Documents received after the deadline will not be considered.

Applications should be sent to:

Julia Withersby
Head of HR
Riverside College
Kingsway
Widnes
WA8 7QQ

julia.withersby@riversdecollege.ac.uk

Interviews will take place on 29th & 30th August 2024 and a detailed programme will be sent to all candidates selected for this stage of the process.

Any questions should be directed to Julia Withersby, Head of HR – julia.withersby@riversidecollege.ac.uk or 0151 257 2134.

Thank you for your interest in this post and good luck with your application.

