

Candidate Information Pack



Chair of Governors

Better Futures
Multi-Academy Trust



April 2024

www.fea.co.uk/ke6-chair/



Welcome

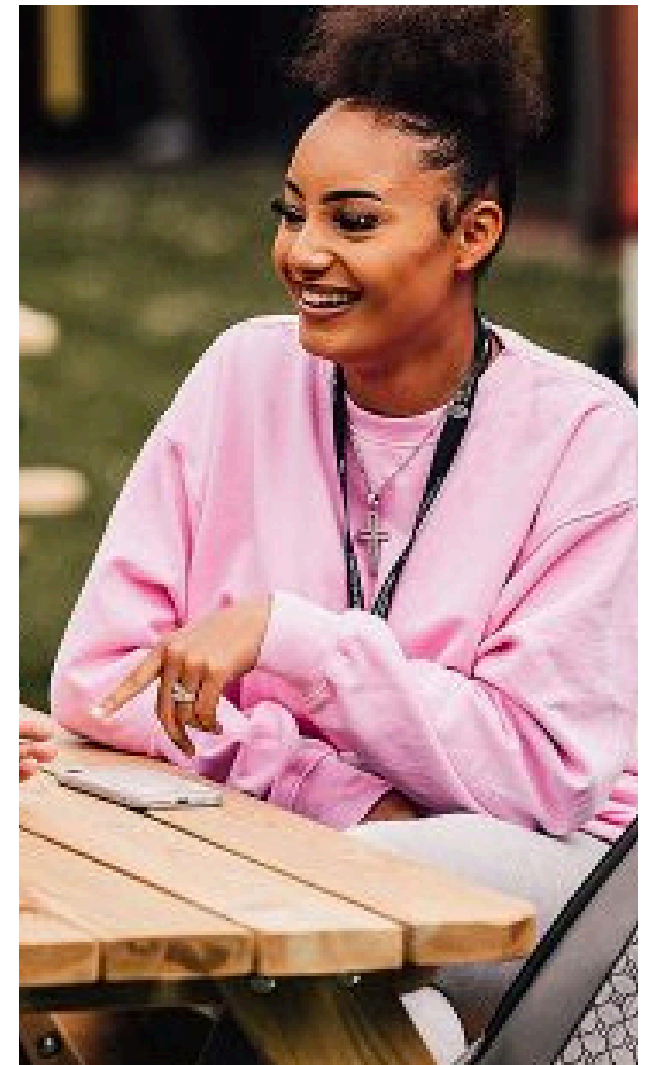
Dear colleague,

Chair of Governors

Thank you for your interest in leading the local governing body (LGB) at King Edward VI College, Nuneaton (KE6). The college has long held a place in our local community, having provided education to Nuneaton and Bedworth for over 500 years. This is a great point to join our organisation. We are currently part of one of the most progressive multi-academy trusts (MATs) in the country and are collectively evolving a person-centred approach to post-16 education. In September 2024, we will be celebrating 50 years as a co-educational sixth form college. Our college is growing year on year and demand for places have never been so high. We have also been selected to join the Department of Education's 'National Schools Rebuild Programme', which will see a new college campus built by the end of the decade.

As you can imagine, the role of Chair, leading the local governing body, is a critical one to contribute to the success of the college and wider organisation. Our current Chair has been involved with the local governing body since long before we changed to an academy – indeed she was once a student here a few years ago. And our previous Chair is now the Chair of the BFMAT Board of Trustees.

This is an exciting time for the LGB at KE6. Five years since the formation of BFMAT, we have been through a period of reflection and change as we identified the real purpose of the LGB as a committee of the MAT rather than the traditional governing board of the past.



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We are so proud of our students and staff and are keen to ensure we support, challenge and encourage them as we continue to develop both the college and the MAT. We no longer spend our meetings looking at the management accounts and budgets, freeing up time to look more closely at the outcomes for students and the strategies, curriculum, staff development and relationships that make KE6 the best option for students in this area.

We are proud of the good relationships we foster between college leaders and the governors, and focus on support and challenge of strategy and practice to ensure that everything they do is truly benefitting students and the staff that support those young people.

Due to external factors, we are in the position of several long-serving governors needing to end their time with us this summer, so we are taking this opportunity to seek new leaders for the LGB who embody the attributes, values and behaviours of Better Futures MAT and KE6 – Ambitious, Curious, Involved, Supportive, Genuine and Optimistic (more detail on our attributes is included in this pack).

The CEO and Trust work closely with the LGBs at the three colleges to support and develop governors.

If you think you have the passion, drive, skills and experience, we can't wait to hear from you.

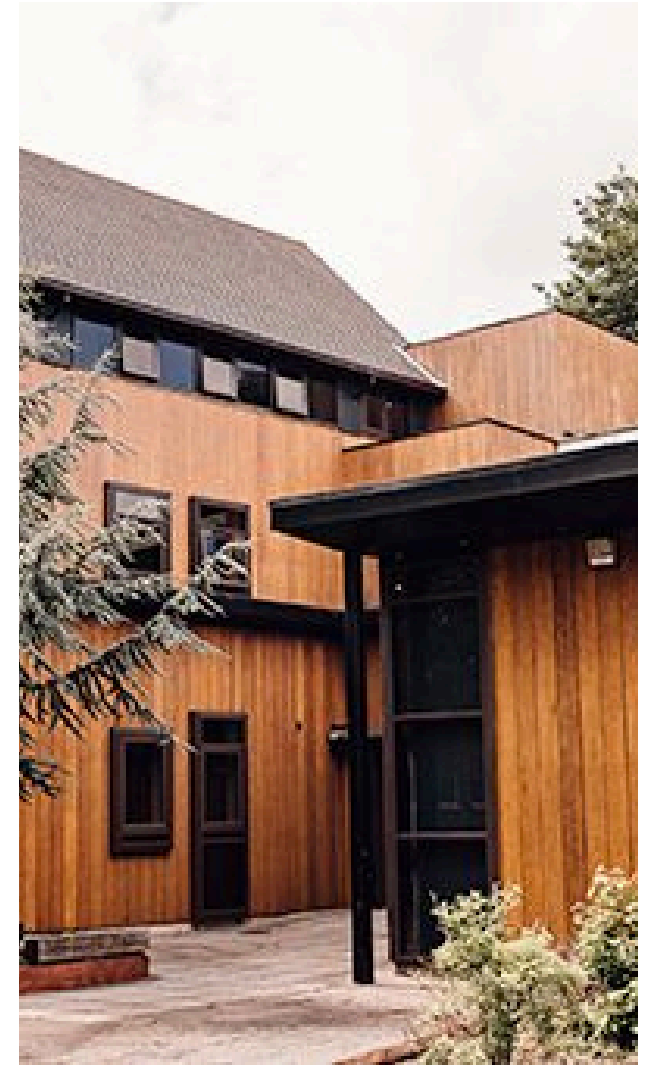
Best wishes,

Stuart Noss
Principal



Why do we exist?

To develop confident,
curious, happy
students ready to
change the world for
the better.



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What do we believe?

- Education should be focused on developing people with a love of learning and an insatiable curiosity.
- We focus on taking students on that journey from being school children to being young adults ready to change the world for the better.
- We are relentlessly optimistic about the capacity of our staff to lead students on that journey.
- Whether 16 or 60, we believe that all people can still grow and develop.
- People can only really thrive when they bring their whole selves to work/college.
- We thrive when we feel trusted and have enough autonomy over our work to be able to focus on getting better at it.
- Mistakes and failures can be some of our most useful learning opportunities and should be celebrated as such.
- A focus on the wellbeing and happiness of our students and staff are not optional extras.

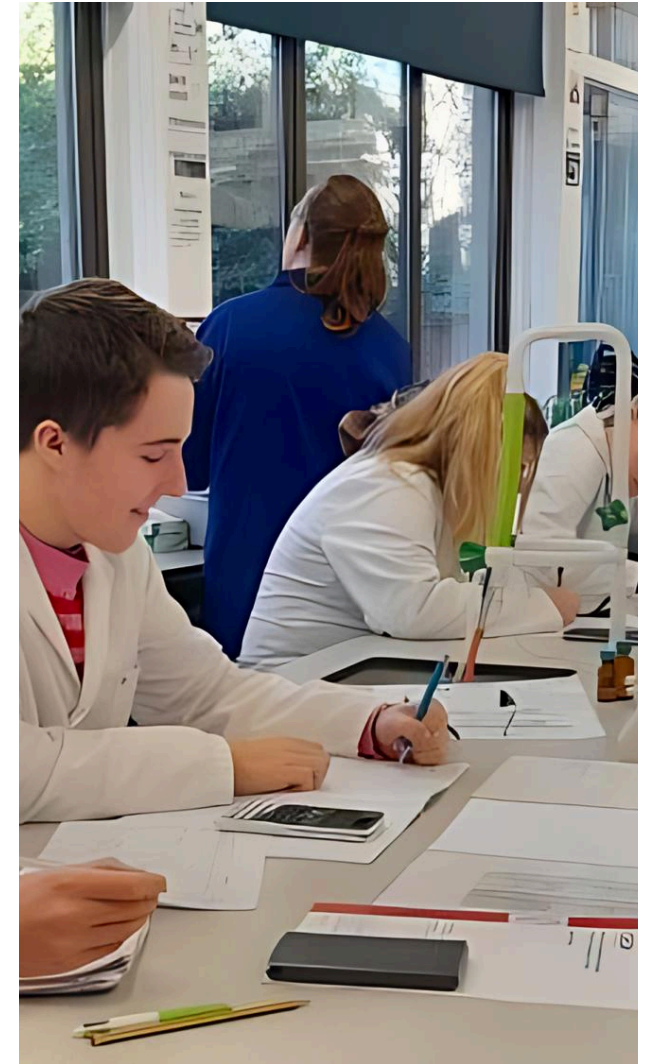


Our Mission

To inspire young people to gain the skills they need to thrive in an ever changing world as we transform sixth form education.

Our Vision

Our students will be recognised locally and nationally for the remarkable impact they have on their communities.



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Our Values

Ambitious

We are curious to create exciting ways to succeed

Involved

We are one community with a shared responsibility

Genuine

We are honest with ourselves and each other

Supportive

We help each other improve with an optimistic and positive outlook



The Role of Chair of Governors

Job title: Chair of Governors

Salary: Voluntary and unremunerated

An effective Chair provides visionary strategic non-executive leadership to the college and, as with other members of the Local Governing Body (LGB), the role of Chair is a voluntary one.

The Chair, supported by the Vice-Chair and the Clerk, plays an important role in the college, which goes beyond chairing meetings. The Chair takes the lead in ensuring the effective functioning of the LGB and has a vital role in setting the highest expectations for professional standards of governance.

It is the Chair's responsibility to give the LGB clear leadership and direction, keeping it focused on its core functions. A Chair should encourage the LGB to work together as an effective team, building its skills, knowledge and experience. The Chair needs to ensure that everyone is actively contributing relevant skills and experience, participating constructively in meetings, and is actively involved in the work of committees and working groups, modelling good practice in this regard at all times.

It is the Chair's role, in conjunction with the Clerk, to make sure everyone understands what is expected of them and receives appropriate induction, training and development. It is for the Chair to have honest conversations, as necessary, if anyone appears not to be committed or is ineffective in their role, proactively engaging with the MAT trustees where necessary.



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The Chair, along with the LGB and with input from the Clerk, should regularly consider the make-up and skills of the LGB and, when appointing new governors to the LGB, should consider any recent skills audits they may have completed and the identified skills gaps on the LGB. The Chair should also undertake an annual performance review of the Clerk and look to them as the governance professional to provide advice and support that assists them in their role.

The Chair will receive the college's financial management accounts each month and the LGB should consider these when it meets, ensuring appropriate actions to maintain financial viability. All LGB governors should receive the management accounts at least six times per year.

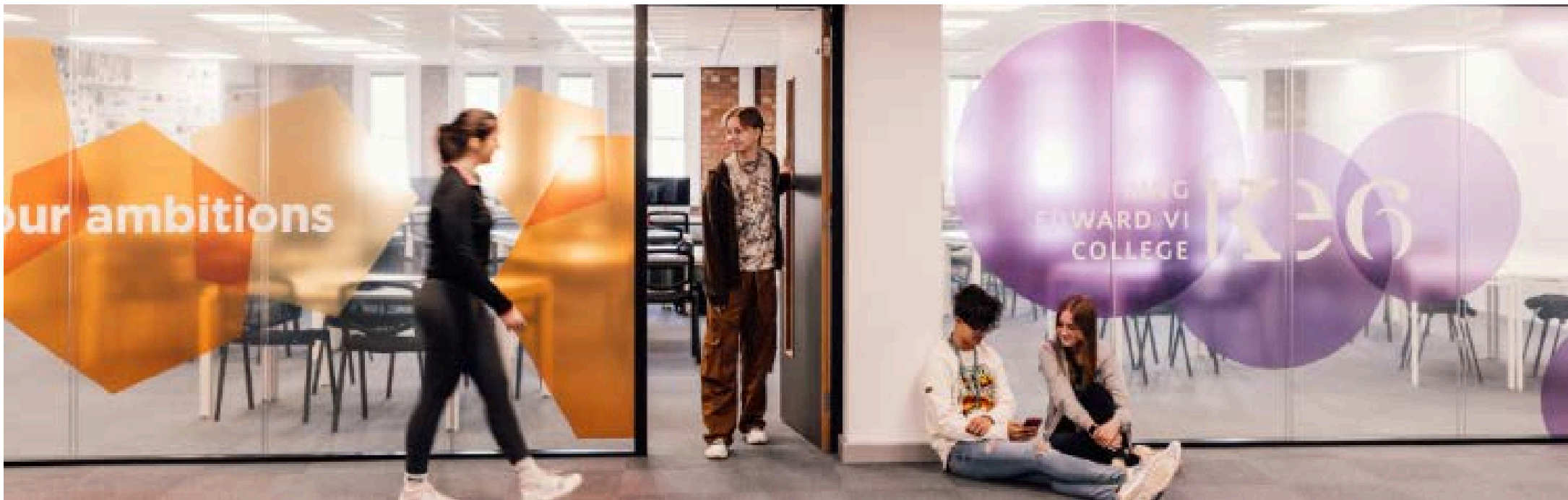
Working with the Principal

- In partnership with the CEO, ensure there are transparent and effective processes for the recruitment and induction of the Principal (noting line management of the Principal ultimately lies with the CEO).
- Meet regularly with the Principal to build a professional relationship that allows for honest conversations and act as a critical friend by offering support, challenge and encouragement. The nature and frequency of such meetings will depend on the context and needs of those involved.
- In partnership with the CEO, be involved in the Principal's performance management ensuring that appropriate continuing professional development is provided (noting line management of the Principal ultimately lies with the CEO).



Working with the College Governance Professional/Clerk

- In partnership with the Principal and Trust governance professional, ensure there are transparent and effective processes for the recruitment and induction of the college governance professional (noting line management of the college governance professional ultimately lies with the LGB Chair).
- Meet regularly with the Principal and college governance professional to build a professional relationship that allows for honest conversations and foundation for setting the highest expectations for standards of governance. The nature and frequency of such meetings will depend on the context and needs of those involved.
- In partnership with the Principal and Trust governance professional, lead on the College governance professional's performance management ensuring that appropriate continuing professional development is provided (noting line management of the College governance professional ultimately lies with the LGB Chair).



General Requirements

In appointing new members, the governing body looks for:

- Recent relevant business, community and/or education experience and knowledge.
- An aptitude for strategic thinking and the ability to take part in collective decision-making.
- A commitment to regularly attend board and committee meetings, development activities and college events.
- A balance of different skills, background and experience so that the Board has a good mixture of expertise, outlooks and perspectives in order to have cognitive diversity to bring to decision making.
- Members who can reflect the community served by the college. People from Black, Asian and ethnic minority groups, those with a disability and younger people are particularly welcome as these groups are currently under-represented in our membership.



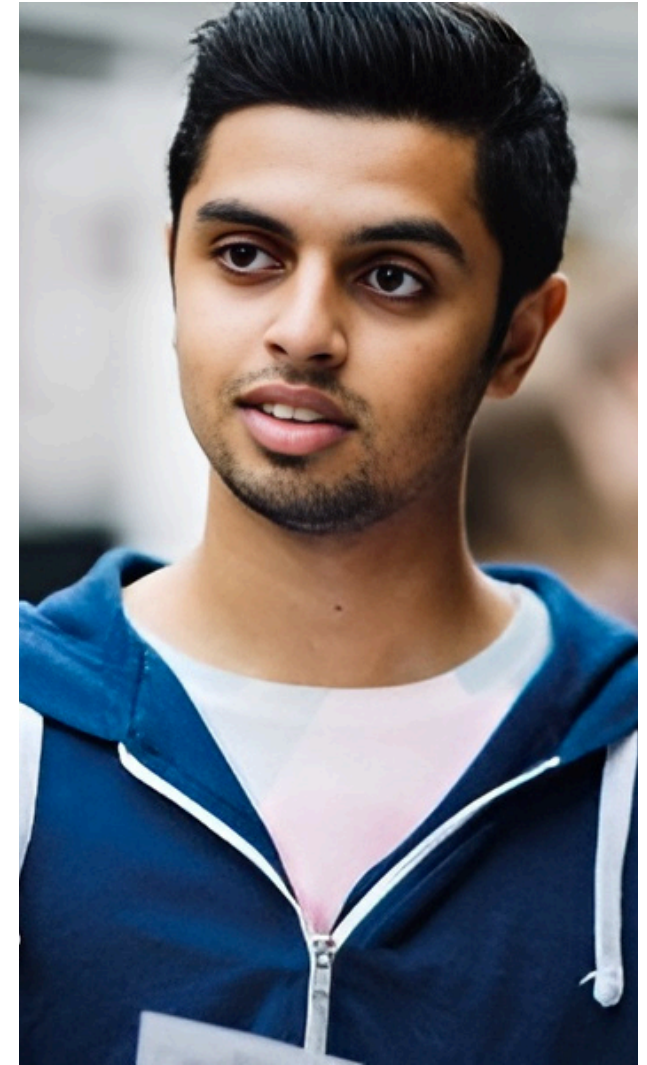
Behaviours

Governors are required to conform to the seven principles of public life set down by the second Committee on Standards in Public Life (the Nolan Committee) in 1996:

- Selflessness
- Integrity
- Objectivity
- Accountability
- Openness
- Honesty
- Leadership.

Eligibility Requirements

Disclosure and Barring Service (DBS) Checks - The Disclosure and Barring Service (DBS, formerly CRB) helps the college make safer recruitment decisions. A number of roles, especially those involving students or vulnerable adults, are subject to a criminal record check. All offers are subject to successful DBS checks and you will be required to declare any convictions, cautions, reprimands or final warnings which would not be filtered in line with current practice.



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Person Specification

The following are considered essential for the role:

Skills and Qualities

- A strong commitment to the role including dedicating time regularly during the College term and throughout the year to carry out the required duties.
- A strong commitment to making sure there are high aspirations for all the students in the College and a commitment to achieving the best possible outcomes for all the students.
- A strong interest in further education and training and a determination to improve student success.
- To be naturally inquisitive and able to question and analyse, and a willingness to learn.
- An ability to form effective working relationships with fellow governors and with college students, staff and stakeholders.
- Good interpersonal skills.
- An ability to understand complex matters relating to education and training, college planning and college performance.
- An ability to scrutinise, challenge and actively support the work of the senior staff at the College.
- The skills to understand the ethos of the College and its implications for the way it is governed.
- To carry out the role to the highest standards and, as the holder of a public office, to adhere to the Seven Principles of Public Life.

Key Dates and Submitting Your Application

Closing date: **9am on Friday 24 May 2024**

Interviews to be held: **To be confirmed**

We have retained FE Associates to support us in finding outstanding individuals to inspire excellent practice across our organisation. The application process is outlined below.

Initial Discussion

- Prior to submitting an application, interested parties are advised to arrange an initial conversation with our FE Associates lead consultant, by emailing Suzanne.Thurlow@fea.co.uk, to discuss the role before the closing date.

Submitting Your Application

Once you have obtained the full information from the FEA jobs page (<https://www.fea.co.uk/ke6-chair/>) and discussed the role with Suzanne Thurlow, you should email your CV and a supporting statement to recruitment@fea.co.uk in advance of the closing date and time (see above).

Application Email Checklist

Please ensure your email includes only the 2 documents necessary for your application to be considered:

1. A fully completed CV which also includes:

- 2 referees - include full postal and email addresses and contact numbers. References are usually sought after the interview process and we will not contact referees without your prior approval.
- Save your completed CV as a Word document with your name and the job reference i.e. Surname, First Name - CV-ke6-chair.

2. A Supporting Statement which:

- does not exceed the equivalent of 2 pages of A4 and should explain how you believe your knowledge, skills and experience relate to the role and personal qualities we are looking for.
- Please save this as a Word document with your name and the job reference i.e. Surname, First Name – statement-ke6-chair.