

Governors help shape Young Professionals

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Governor Recruitment Pack



Welcome from the Chair of Governors

WQE exists to inspire, prepare and enable the development of Young Professionals, through the provision of excellent post-16 educational opportunities.



Our two extensive, leafy campuses and specialist facilities make WQE an attractive place to study. Split over two sites, we have more outdoor space for sport and leisure than any other local College. Teaching and learning at WQE takes place in purpose-built, specialist accommodation.

We primarily serve Leicester, Leicestershire and the surrounding areas, as a provider of distinctive, accessible and high quality sixth form (16-19) education. We enable Advanced Level success and encourage our students in their early development as professionals. The next step for our students is progression to higher education or good quality employment & training.

We set out to inspire our students, nurture ambition and to prepare them for the future, where they will be ready as responsible and versatile citizens; curious about the world around them with an ongoing commitment to further learning and development in their lives. We embed our core values of community, consideration, challenge, curiosity and commitment.

We offer excellent pastoral and learning support and a wide-ranging enrichment offer to cater for all tastes and interests.

As a leading local provider within the wider education system, we collaborate and respond locally to ensure our Sixth Form College curriculum is coherent, unrivalled in choice, ambitious and relevant. We provide a vital bridge from the school system at age 16 to higher education and future employment and skills opportunities, by providing high quality educational experiences in an excellent learning environment.

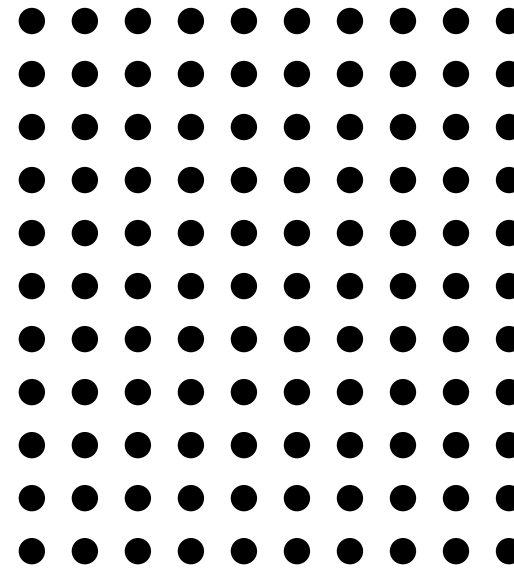
As the Chair of Governors, I have the privilege to lead a capable, committed and diverse board of Governors, known as the Corporation. All Governors are committed to the ethos of the College and to placing students at the heart of any decisions we make about the College's curriculum, estate and use of resources.

Being a Governor here has been an enormous source of joy for me. It is very rewarding to know that I am playing a key role in supporting the development of Young Professionals along with my fellow Governors. I became a Governor as I wanted to give something back to the local community and to offer my insight and experience to the Corporation, having been a Finance Director for many years. Over time my understanding of the education sector has grown and I have also had the opportunity to learn from other Governors' perspectives and experience. This has been enriching in its own right and I am continually learning in the role. Our students and staff are inspiring and I hope you will give careful consideration to my recommendation to put yourself forward and join us as a Governor.

Philip Parkinson
Chair of Governors

“Both leaders and governors are ambitious for their students.”

Ofsted, 2024



A note from the Principal



WQE is a welcoming, open-minded College and we are passionate about our students, as well as ambitious for them and positive about the future. We are dedicated to maximising our students' academic achievements, and most importantly we are committed to preparing them well for a successful future as Young Professionals.

After GCSEs many students are ready for a new challenge, with new opportunities for personal growth. By coming to WQE they are indicating that they want to challenge themselves, learn in a different way, to discover more about who they are and how to get the best out of themselves. This all takes place in an environment where curiosity is encouraged, and commitment is recognised and valued. These are important aspects of the WQE experience and the community we strive to create. It's about feeling part of a bigger world; being a student rather than a pupil. It's about sharing that feeling with lots of other young people with similar aspirations and having the supportive space to develop and grow as a person.

WQE is an academic community with an incredible breadth of choice and through our passionate and dedicated teaching, our students become empowered and confident enough to explore and to discover just what they are capable of, and just how much they can achieve. Consequently, we have a long-established record of success.

We recognise that academic achievement is fundamental to any successful educational experience and eventual progression. Examination results are important criteria that students, parents and carers consider when making decisions about post-16 study and we are proud to help our students achieve consistently well. Students typically undertake full-time and demanding programmes, with exceptionally high proportions completing their programmes and gaining progression into higher levels of study and opening doors to professional careers.

We are particularly pleased that we have been able to maintain the highest standards while at the same time welcoming and helping students to access our provision and gain the benefits of studying in the ambitious environment here at WQE. Students join us from schools across the city, the county and beyond, creating a diverse and vibrant community, which includes many who are supported to overcome circumstances or contexts that without support may have impacted their learning and success.

There is a very strong sense of camaraderie among our students; the College is hugely welcoming and sociable, where people from different cultures, faiths and backgrounds get to learn and socialise together daily – creating a strong sense of togetherness and community.

We greatly cherish our students' drive, energy and enterprise, as well as their consideration for others. We encourage them to be curious, to develop their own ideas, including to challenge us as we challenge them, and to show initiative, character and innovation.

Our mission is to prepare them as Young Professionals for the future, and it is no coincidence that WQE students come across as confident, self-reliant, mature young adults, with a sense of common venture, an attitude to succeed and with high aspirations.



OUR STRATEGY



Our strategic direction and work with stakeholders

“ The Corporation Governors have a clear connection to the performance of the College, our students and all of the staff; there is an eye on what we need to deliver in each academic year but into the future, WQE has a big part to continue to play in post-16 education for Leicester city and the wider county. ”

Shamir Ghumra, Parent Governor.

To build on our recent successes, and continue developing, it will remain important to us that our key stakeholders are part of our planning and success, with the intention that they invested in WQE being distinctive and known for the following:

Our ambition and commitment to delivering excellence in all that we do, including our positive approach to challenging and supporting individuals to be the best they can be, within and beyond our college community.

Our curriculum, with unrivalled breadth and choice, that continues to enable access to, and success at, advanced level as a foundation for successful futures.

Our outstanding learning environment, specialisms, and sense of community, enabling pursuit of excellence and participation in a rounded education.

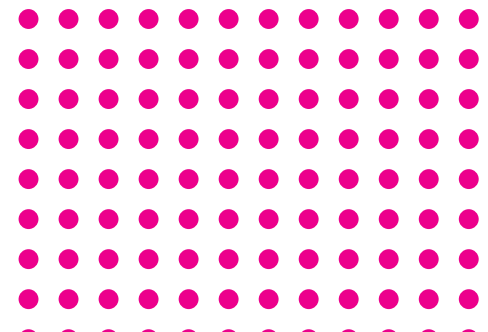
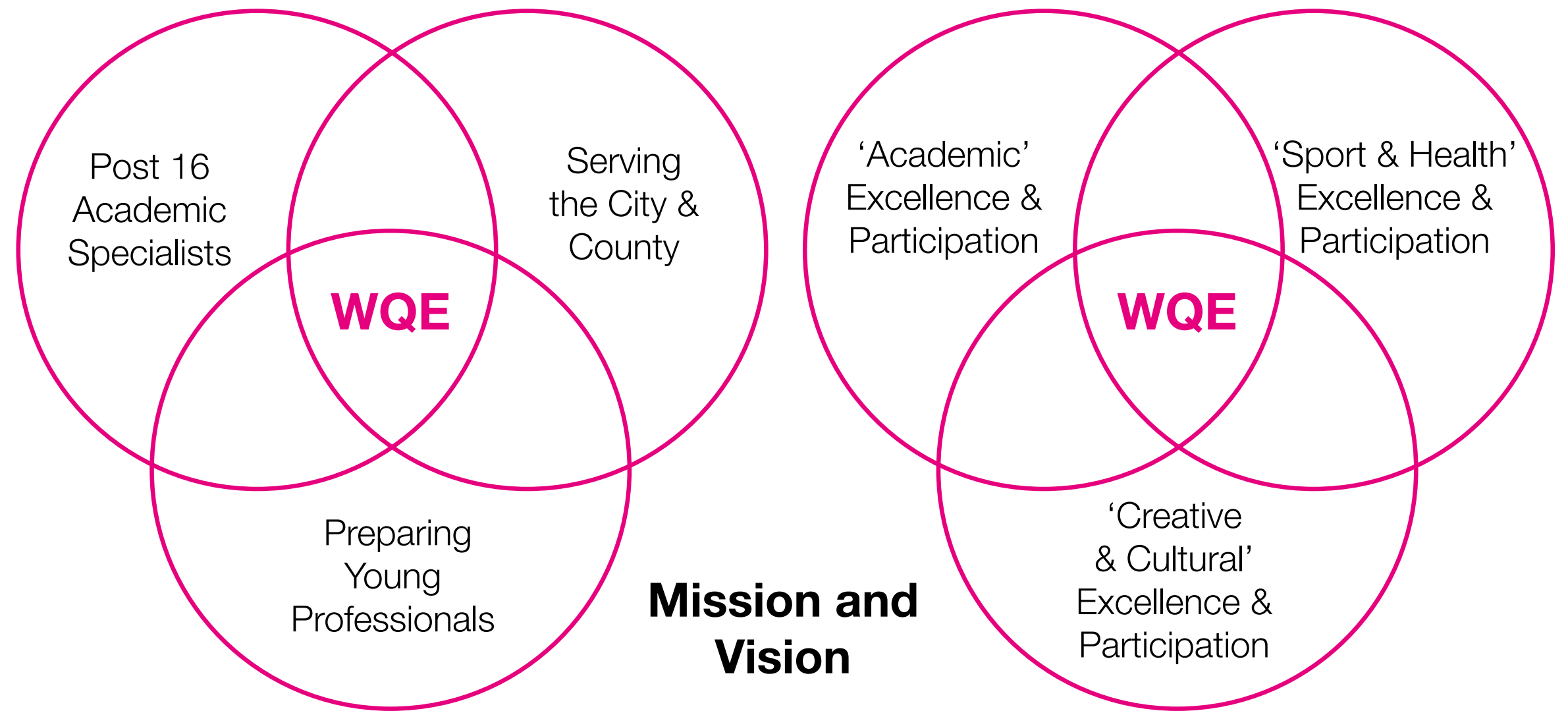
Our total commitment to continuous improvement, ensuring a high quality, personalised approach – one that changes lives for the better, supports progression and the early development of Young Professionals.

Our leadership in sharing and contributing in ways that make a difference, and add value within our own community and beyond.

Our students in having both the appetite and the tools to keep learning and to make a difference in their own lives, as well as to the lives of others, including through their actions and preparation to make future contributions in society.

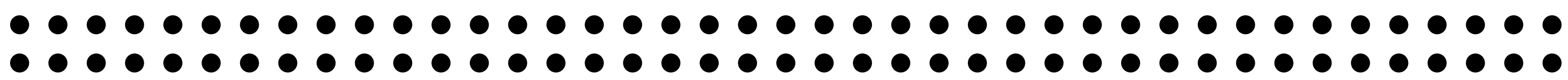
Our skilled and talented staff who are valued, supported to develop themselves, and are appreciated as professionals, enabling them to recognise shared goals, work together to add value, and who operate as professionals who continue to learn and develop.

Our appetite to consider and respond to the future, to innovate and to both utilise and lead in the application of technology for advancing education and learning.



OUR GOVERNORS





Introduction to the role of Governor

“Governors are highly committed to the student experience and have championed a focus on disadvantaged and SEND learners, ensuring that the needs of such learners are taken into account in college planning and performance review. Governors put students at the heart of decision making.”
External Review of Governance, 2024.

WQE’s governing board, known as the Corporation, comprises 19 Governors in total. Governors have a range of perspectives, some are our own stakeholders, such as the two Student Governors, two Staff Governors, a Parent Governor and the Principal, and some are from the wider community.



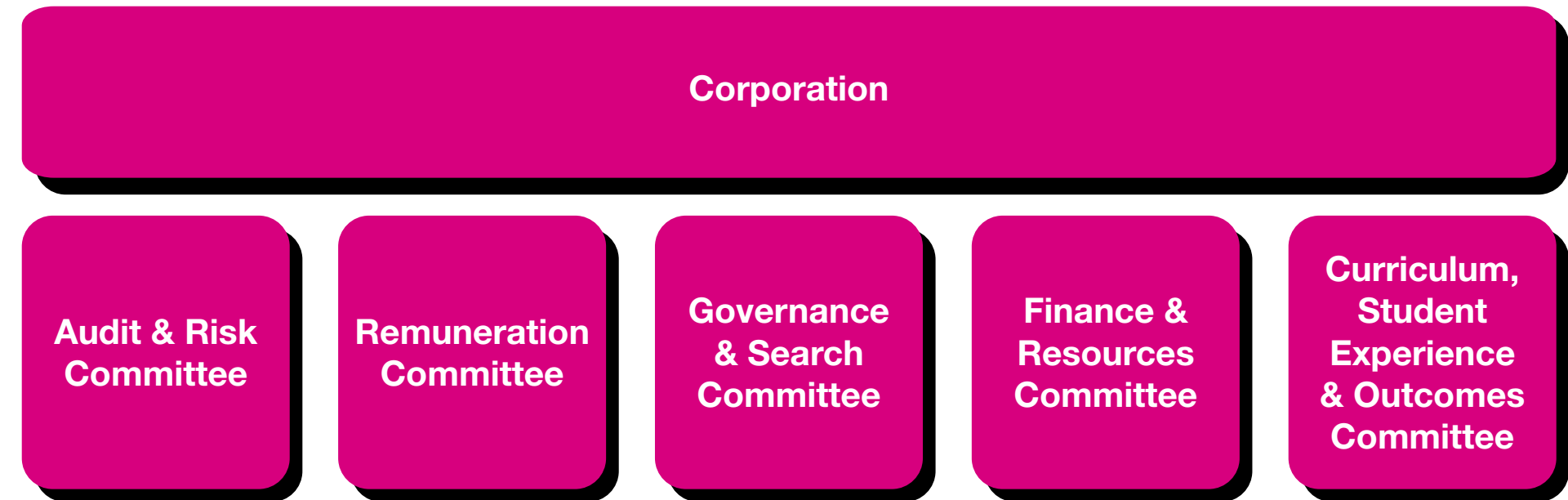
From the wider community of professionals who live or work in Leicester and Leicestershire, we recruit 13 Governors from a range of professional backgrounds, known as External Governors.

External Governors work in, or have retired from, the public, private and third sectors and bring an external perspective to the Corporation. Our External and Parent Governors are able to draw on their middle or senior management or leadership experience from their own careers to strengthen the Corporation as a positive, forward-looking and aspirational collective, able to make informed strategic decisions which impact on the future direction of the College.

Our governance is dynamic and inclusive. We continuously reflect on our performance and are supported by a Director of Governance, as well as six members of the Executive Leadership Team. We have a model of governance which plays to the strengths of our Governors, by enabling them to add value to focused topic-based agendas through discussion and constructive questioning, where they can draw on their specialist knowledge, skill and experience, by serving on at least one Committee.

Each Committee reports into the Corporation at four meetings a year, where Governors collectively make strategic decisions. There are a number of ways in which Governors can see the impact of their strategic decision making on the College curriculum offer, its two-campus estate and the student and staff experience.

Our Corporation and Committee structure



Governors are proud to serve the College and its stakeholders, and a number of Governors are either alumni or their relatives have attended the College. We welcome expressions of interest from our alumni as well as professionals looking for an interesting and rewarding volunteering opportunity, who are passionate about wanting to shape Young Professionals of the future.

Governor - Role profile

The Corporation's core functions are:

- determining the College's educational character.
- setting and communicating the College's strategy and goals.
- holding executive leaders to account for the educational performance and quality of the College, and for the performance of staff.
- exercising effective control to ensure that funds and assets are protected, the College remains solvent and legal obligations are met.

Governors have six main duties under charity law:

- to ensure the Corporation carries out its purpose for the public benefit.
- to comply with the Corporation's governing document and the law.
- to act in the Corporation's best interests.
- to manage the Corporation's resources responsibly.
- to act with reasonable care and skill.
- to ensure the Corporation is accountable.

Core Governor responsibilities:

- To undertake induction training on appointment to the role and to take an active part in any ongoing training and personal development.
- To comply with the provisions of the following documents as they apply to the role of members of the Corporation:
 - Instrument and Articles of Government.
 - Standing Orders
 - Code of Conduct
 - Funding Agreement
 - The Nolan Committee's seven principles of public life.
- To act in the best interests of the Corporation and the College.
- To act as an ambassador for the College in the wider community.
- To read all papers sent prior to a meeting to ensure a full and informed debate and decision-making process.
- To give due priority to attending meetings of the Corporation and its Committees, and to play an active and constructive role in governance meetings.
- To support decisions of the Corporation once they have been reached on the basis of collective responsibility, even if an individual Governor may have spoken against a proposal during a debate at a meeting.
- To promote the College's equality, and diversity policies.
- To attend College events in order to gain an appreciation of the work of the College and to meet its students and staff.
- To appreciate that individual members have no specific powers, e.g. statements may only be made on behalf of the Corporation by those authorised to do so.
- To respond in a timely manner to requests by email or phone which are sometimes time-sensitive, about specific governance-related matters.

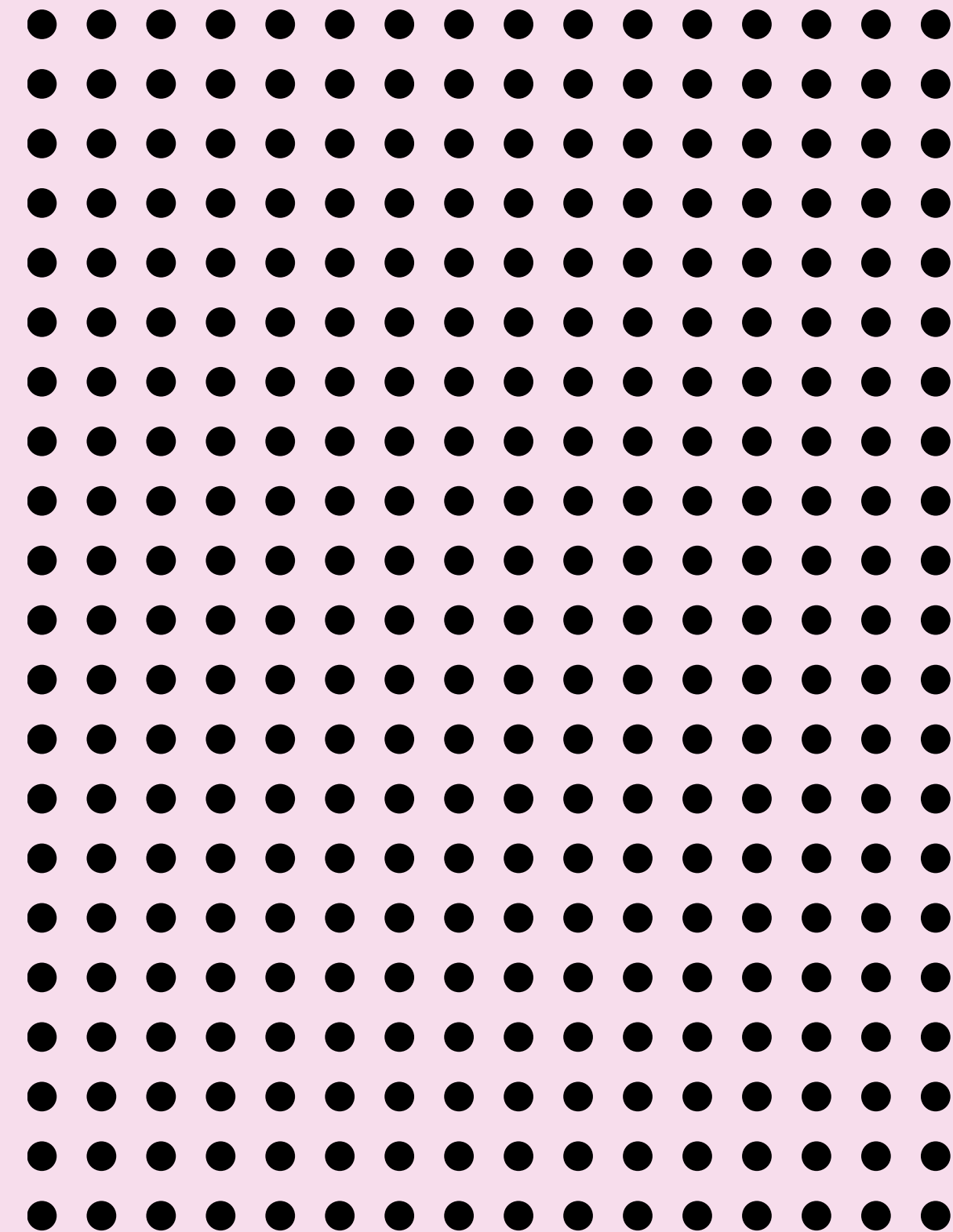
Minimum Governor commitment:

- Governors serve a tenure of 4 years.
- Governors spend 3-4 hours a month undertaking their role.
- Governors attend 4 Corporation meetings a year, as well as a kickstart meeting at the beginning of an academic year, and a Governor Conference mid-way through the year.
- Governors are members of at least one Committee. Committees generally meet 3 times a year.
- Attendance at Corporation meetings is in the evening and is face-to-face.
- Attendance at Committee meetings is in the evening and may be remote or face-to-face.

Additional opportunities for Governor engagement:

- Governors can undertake two annual visits to College during the College day- to a curriculum team and a support team where they are able to see first-hand how their strategic decision making impacts on the student and staff experience and the College environment.
- Governors are invited to celebratory events where students showcase their successes.

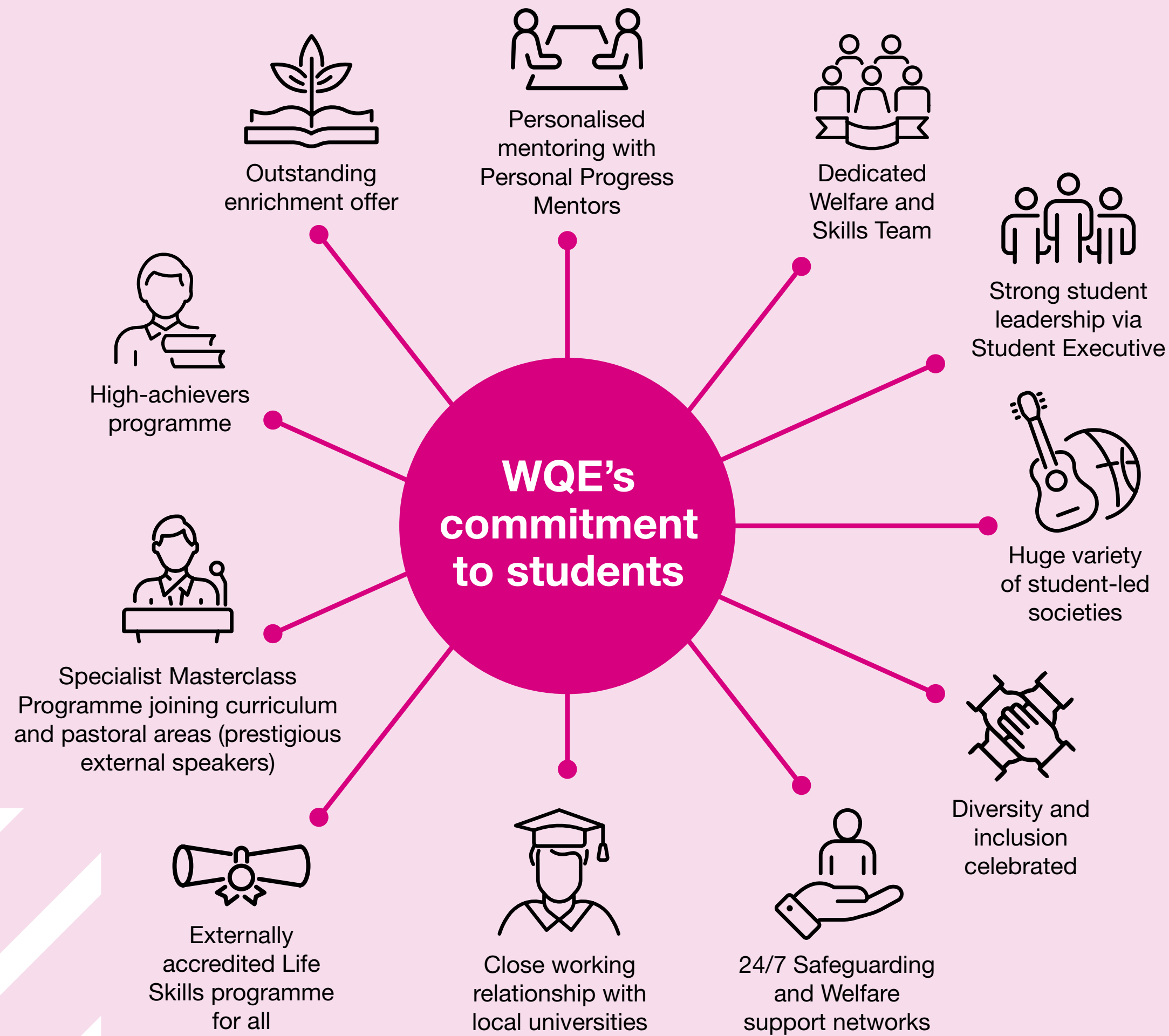
To register your interest as a Governor, please contact our Director of Governance, Rachel Middleton, at rachel.middleton@wqe.ac.uk





GOVERNOR REFLECTIONS

Governor reflections on the importance of a positive student experience at WQE



“ WQE is an inclusive and open-minded College - all the staff are passionate about the students, not just their academic achievements but also the other positive changes that set them on their way to being competent Young Professionals. Governors talk about being a College with no glass ceilings, where students have chosen to come to WQE and want to achieve and be the best that they can be - that's what makes me proud to be a Governor here. ”

Joyce Black, External Governor



“ As a Governor, you can help steer the College along its path of Developing Young Professionals. I am particularly focused upon ensuring our students have a great understanding of the business world they will be joining, and how they can be a successful member of our society. WQE students can become the leaders we need. ”

Neil McGhee, External Governor



“ I chose to apply to become an External Governor because of the ethos of the College - the commitment to champion all students, particularly those who have experienced challenging circumstances, to thrive by becoming productive members of society. ”

Jimmy Zachariah, External Governor



“ I was drawn to becoming a Governor at WQE because of its commitment to supporting every student. It is a very values driven organisation and that really appeals to me. The College achieves great results and takes the approach of no student being left behind, the commitment to student welfare and wellbeing is exemplary and it is a pleasure to be a part of it. It is also a College that is focused on the future and how we are preparing young people for their careers, I was really impressed by the focus of developing Young Professionals and this was an area where I felt I could add real value because of my own experience. ”

Sarah Thomson, External Governor and Vice Chair of Governors



GOVERNOR TESTIMONIALS



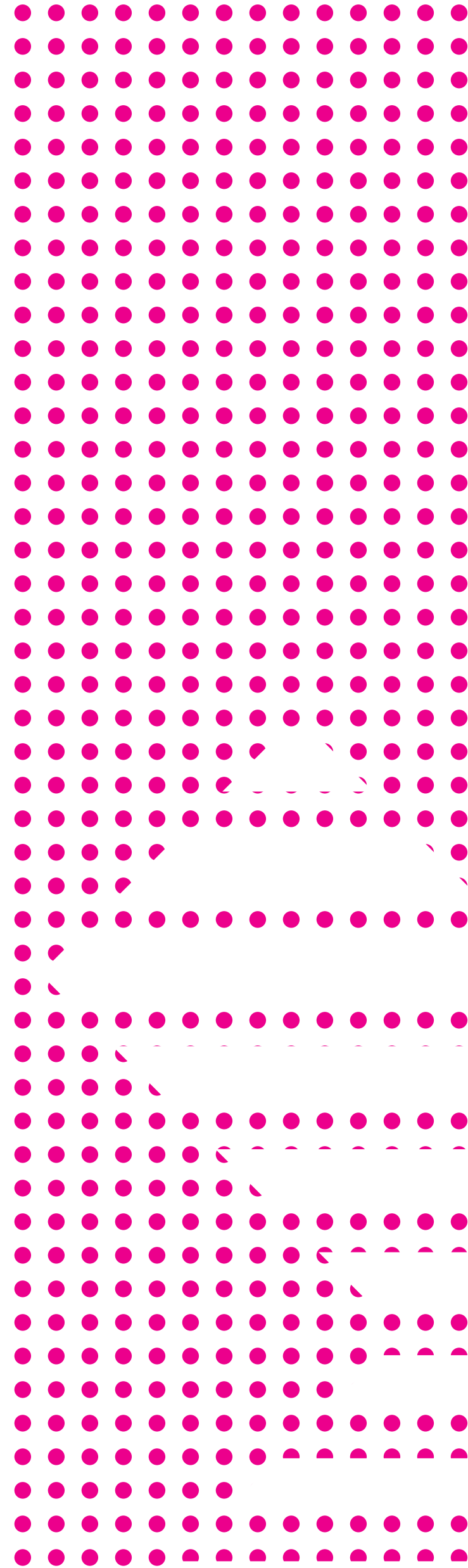
Testimonials

“ I chose to apply to become an External Governor because of the ethos of the College - the commitment to champion all students, particularly those who have experienced challenging circumstances, to thrive by becoming productive members of society. Governors are “eyes on-hands off”. Which means, we are able to be one step removed from the day-to-day and at the same time support and, where necessary, challenge the team entrusted with the day-to-day - all for the purpose of ensuring the College is on track with its mission to serve the students of its community. As a Governor, I have the opportunity, as part of a team, to influence strategic decisions, promote inclusivity and innovation, and ensure that the College meets local workforce needs. The role of a Governor directly impacts the decisions and direction of the College which ultimately impacts the lives of the students at WQE. Personally, it gives me the opportunity to further my passion to see young people who experience challenging circumstances fulfil their potential. Being a Governor has also been a learning journey for me, that has shaped me.”

Jimmy Zachariah, External Governor

“ Being able to see first-hand how WQE is governed and provides for our children is very rewarding. As parents we can take for granted how much really goes on behind the scenes to make a place like WQE work as well as it does and deliver the student outcomes we wish for all students. I became a Parent Governor to give my perspective on what I was learning from my children about life at WQE and calibrating that with all the amazing work that the Corporation does. I enjoy the professional nature of the Corporation whilst always remaining true to our values at WQE. I have personally appreciated more about governance at a large college and have built up more transferable skills as a result. Whilst not the intended outcome, I do feel that being a Governor has helped me become a better leader in my day job. The Corporation has a clear connection to the performance of the College, our students and all of the staff; there is an eye on what we need to deliver in each academic year but into the future, WQE has a big part that it will continue to play in post-16 education for Leicester city and the wider county. If anyone is unsure about being a Parent Governor I can absolutely recommend it!”

Shamir Ghumra, Parent Governor



“ I became a Staff Governor because I wanted to have an opportunity to contribute to the strategic direction of the College. As a member of staff who has worked across many different subjects, both academic and vocational, from level 1 through to second year A level, I felt I had a lot of knowledge and experience to offer to the Corporation. My role is usually to give the Corporation or committees guidance from a teacher’s point of view. However, I worked in industry in media and communications before I became a teacher, which has helped me to understand the workings of the Corporation, including committee structure and decision making. I have enjoyed serving on two committees focusing on student outcomes and governance structure, where I have felt able to make valued contributions to discussions.”

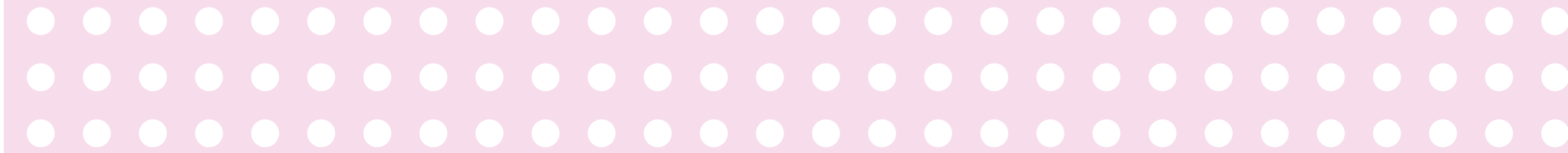
The most enjoyable part of the role is the deeper knowledge of the College you gain from being part of the Corporation and the chance to contribute to discussions and decisions that affect the College’s future.”

Frances Bettsworth, Staff Governor



“ I still remember the first day I visited the WQE campus and I loved the vibrancy and spirit of the staff and students. It is a pleasure to serve as a Governor and the Vice-Chair of the Corporation for WQE, it is great to think that the skills I have through my professional career can be used to help and support the College with its strategic goals.”

Sarah Thomson, External Governor and Vice Chair of Governors





“ I came to the College as an Enterprise Ambassador, bringing more focus on helping students to be more successful (and happy) when they move into ‘the world of work’. I was pleased to join the Corporation as a Governor to help the College to further develop as a truly excellent centre for education and powerful springboard into the future for our students. ”

Neil McGhee, External Governor



“ Now retired, I spent my professional life working in the education sector as a secondary Headteacher, leading schools through restructures, school improvement initiatives and successful Ofsted inspections, before joining Ofsted as an Inspector until 2019. I have been a Governor for a number of years and apply my experience to the College. I am particularly interested in the transition of students from secondary school to post 16 education and in what the College does to support and retain them on the most appropriate courses to achieve successful outcomes. ”

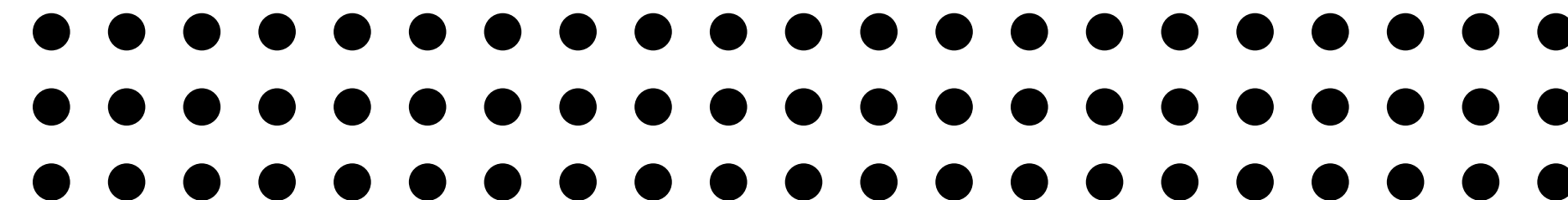
Bernadette Green, External Governor



“ I’ve spent all of my working life in further education, both as a teacher and senior manager and at a national policy and research level so for me being an External Governor was an obvious extension of that. So when Regent College approached me back in 2009 to join the Board as a Governor I felt extremely privileged to be asked. I’m really interested in young people and passionate about the learning experiences they have. I wanted to be in a position to make a real difference to some of the Board decisions that influence their experiences in a College and the role of Governor fitted that bill. I would encourage others because you can see and hear first-hand the differences some of those collective Governor decisions make on a young person’s life chances and the opportunities they have to study - it is very rewarding and motivating.

WQE is an inclusive and open-minded College - you can see that all the staff are passionate about the students, not just their academic achievements but also the other positive changes that set them on their way to being competent Young Professionals. Governors talk about being a College with no glass ceilings, where students have chosen to come to WQE and want to achieve and be the best that they can be, that’s what makes me proud to be a Governor here. ”

Joyce Black, External Governor



OUR COURSES



As part of their ongoing role, Governors review the need for the development of local skills and the curriculum offer at the College. They monitor the breadth of learning opportunities and review student outcomes and destinations. They are also mindful of how WQE's curriculum offer fits within the wider offer to post-16 students across Leicester city and the county of Leicestershire. These are the Level 3 courses WQE plans to offer for 2025 entry.

Biology, Chemistry, and Applied Science

- Applied Science BTEC Diploma (equivalent to 2 A Levels)
- Applied Science BTEC Extended Certificate (equivalent to 1 A Level)
- Biology A Level
- Chemistry A Level

Business, Economics, and Finance

- Accounting A Level
- Business Cambridge Technical Extended Diploma (equivalent to 3 A Levels)
- Business Cambridge Technical Diploma (equivalent to 2 A Levels)
- Business Cambridge Technical Extended Certificate (equivalent to 1 A Level)
- Business Studies A Level
- Economics A Level

English, Film, and Languages

- English Language and Literature A Level
- English Language A Level
- English Literature A Level
- Film Studies A Level
- French A Level
- German A Level
- Spanish A Level

Health and Sport

- Health and Social Care Cambridge Technical Extended Diploma (equivalent to 3 A Levels)
- Health and Social Care Cambridge Technical Diploma (equivalent to 2 A Levels)
- Health and Social Care Cambridge Technical Extended Certificate (equivalent to 1 A Level)
- Physical Education A Level
- Sport and Physical Activity Cambridge Technical Extended Diploma (equivalent to 3 A Levels)
- Sport and Physical Activity Cambridge Technical Diploma (equivalent to 2 A Levels)
- Sport and Physical Activity Cambridge Technical Extended Certificate (equivalent to 1 A Level)

Humanities

- Ancient History A Level
- Geography A Level
- History A Level
- Law A Level
- Law BTEC Extended Certificate (equivalent to 1 A Level)
- Politics A Level

Mathematics

- Mathematics A Level
- Mathematics, Further A Level

Media and Creative Arts

- Art, Craft and Design A Level
- Art and Design Extended Diploma (equivalent to 3 A Levels)
- Creative Digital Media BTEC National Extended Certificate (equivalent to 1 A Level)
- Drama and Theatre A Level
- Fashion and Textiles A Level
- Fine Art A Level
- Graphic Communication A Level
- Media Studies A Level
- Music A Level
- Photography A Level
- Product Design A Level

Performing Arts (Off-site Provision)

Leicester College of Performing Arts (LCPA)

- Dance, BTEC Extended Diploma in Performing Arts Practice, (LCPA) (equivalent to 3 A Levels)
- Acting, BTEC Extended Diploma in Performing Arts Practice, (LCPA) (equivalent to 3 A Levels)
- Musical Theatre, BTEC Extended Diploma in Performing Arts Practice, (LCPA) (equivalent to 3 A Levels)

Studio 79

- Level 3 Programmes
- Dance, BTEC Extended Diploma in Performing Arts Practice, (Studio 79) (equivalent to 3 A Levels)
- Musical Theatre, BTEC Extended Diploma in Performing Arts Practice (Studio 79) (equivalent to 3 A Levels)
- Level 2 Programme
- Diploma in Performing and Production Arts Industry Skills (Studio 79) (equivalent to 3 GCSEs) PLUS BTEC Certificate in Work Skills (Studio 79) (equivalent to 1 GCSE)

Physics, Computing, and ICT

- Computer Science A Level
- Electronics A Level
- ICT BTEC Extended Diploma (equivalent to 3 A Levels)
- ICT BTEC Diploma (equivalent to 2 A Levels)
- ICT BTEC Extended Certificate (equivalent to 1 A Level)
- Physics A Level

Social Science

- Criminology Applied Diploma (equivalent to 1 A Level)
- Psychology A Level
- Religious Studies (Philosophy, Ethics and Religion) A Level
- Sociology A Level

We would like our Corporation to be as diverse as the community we serve, so we actively welcome all expressions of interest in becoming one of our Governors.

Let's discuss the Governor role some more

As a first step we ask you to have an informal chat with our Director of Governance, Rachel Middleton, which you can hold over the phone, via video call or in person.

You can contact Rachel at rachel.middleton@wqe.ac.uk to find a mutually convenient time for a chat, during the day or evening.

Rachel will introduce you to our governance model and the role of a Governor at WQE. You can ask any questions you might have about the Governor role and Rachel can also put you in touch with one of our existing Governors to give you a first-hand overview of how they see their role and what they enjoy.

If you would like to join us for a tour of our campuses and a chat to our Staff and Student Governors, then you are very welcome.

Ready to apply to become a Governor? - Next steps

Our Director of Governance will ask you to complete a Governor application form outlining your interest in the role and your experience and skills. We also ask for a CV.

We will ask you for the names and contact details of two referees who know you in a professional capacity.

Your application will be considered by Governors from our Governance & Search Committee.

And if we have a vacancy we will invite you to come and meet a panel of Governors so they can find out more about you, and equally you can find out more about us.

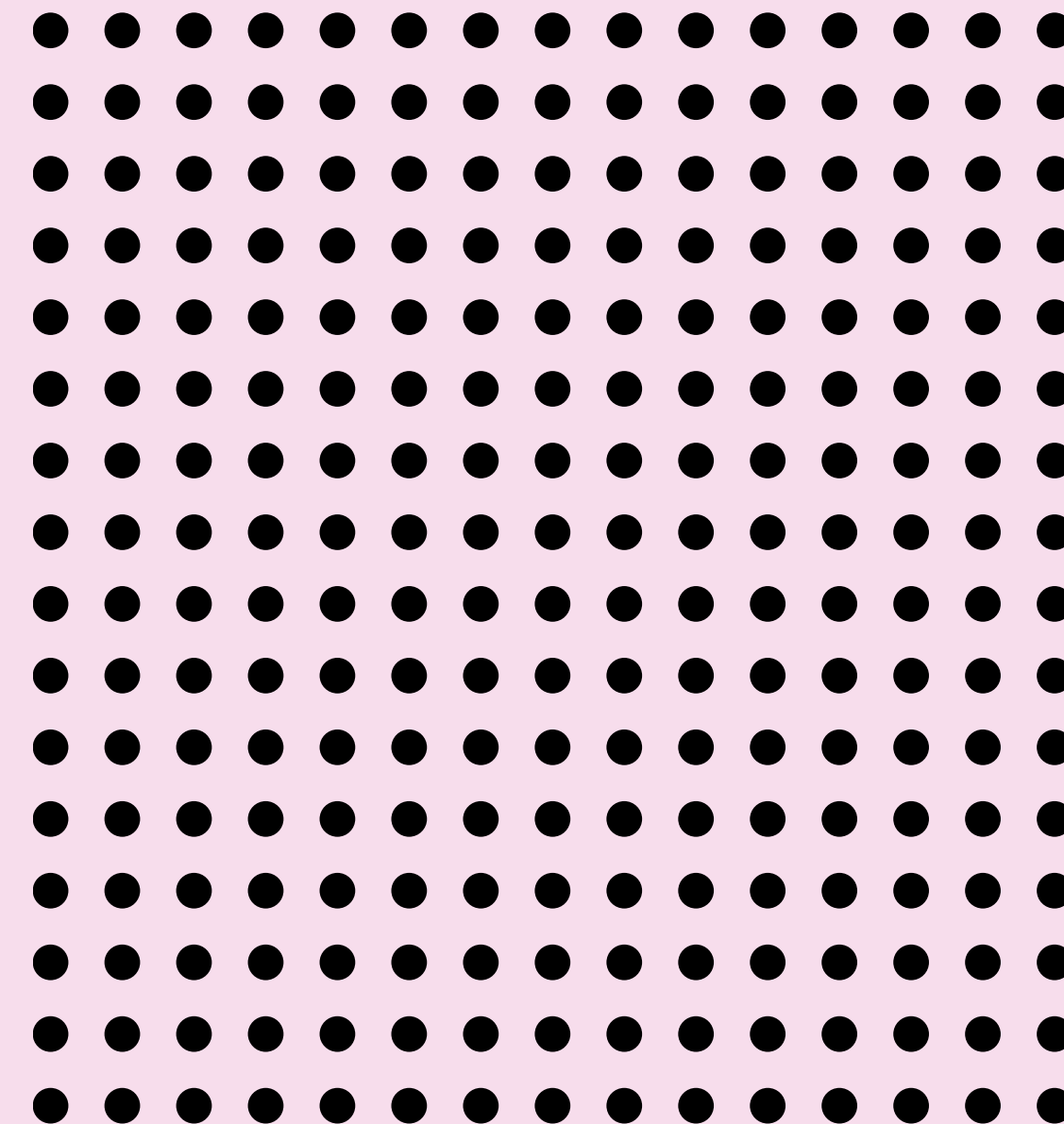
Not ready to proceed right now, but possibly in the future.....

Let's keep in touch.

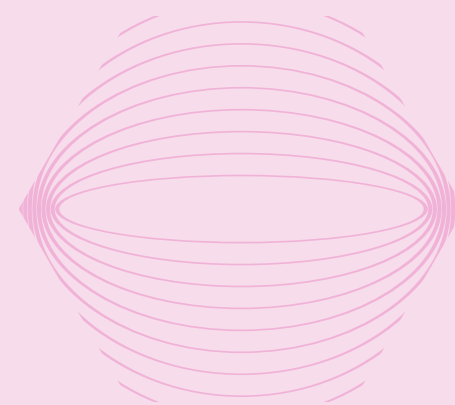
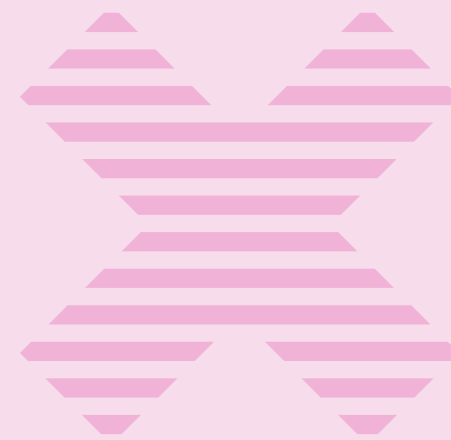
If the time is not right for you to commit to being a Governor right now, but you would like to consider it in the future, just let us know and we will write to you now and again to see if the time is right.

We will hold your details on our Register of Interested Governors.

Please contact our Director of Governance, Rachel Middleton at rachel.middleton@wqe.ac.uk



Add your voice, and support to help shape Young Professionals by becoming one of our committed and dynamic Governors.



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“ I wanted to become a Governor at WQE because I am passionate about the difference that education can make to a young person's life. I believe that I can make a small impact as a Governor in what is a great College and it is genuinely a privilege to be a part of it. If you're considering becoming a Governor, do get in touch to find out more, as you may be surprised by the skills that you have and the positive impact that they can make. **”**

Sarah Thomson, External Governor and Vice Chair of Governors.