



Chair of Governors

Candidate Information Pack



December 2024
www.fea.co.uk/rnn-chair/



Welcome

Dear colleague,

Chair of Governors

We are seeking an exceptional leader with a deep passion for education to build on the progress achieved under the leadership of our former Chair, Jenny Worsdale, who had dedicated 30 years to post-16 education and improving the lives of young people before sadly passing away in October. The Board is currently being chaired by our previous Chair, Janet Pryke. Under Janet's leadership, the Group had taken decisive action to secure financial recovery, strengthen financial resilience and improve the quality of education across the Group.

Our goal to provide exceptional opportunities for people throughout their lives is at the heart of everything that we do. Our new Chair will help the RNN Group achieve this ambition for our students, our staff, our local communities and the employers of the region.

You will join a strong and committed Board of Governors drawn from across the region, including two staff and two student governors. We have recently recruited five new governors to strengthen the skills and diversity of our Board.

Our new Chair will have the opportunity to lead and shape the development of the new RNN Group Strategic Plan ready for September 2025.

As Chair you will embrace challenges, make decisive choices and inspire collaboration among peers and stakeholders. While direct Further Education or Higher Skills experience is not essential, your leadership, background and strategic insights will be invaluable. Leveraging your knowledge of public sector finance, the socio-economic landscape of South Yorkshire and North Nottinghamshire, the political landscape locally and nationally and the transformative role of further education, you will enhance the Group's profile and governance, positively impacting students' lives.



You will be supported by a highly professional and committed Executive Leadership Team, a dedicated and skilled Board of Governors and an experienced Director of Governance. A passion for education, sensitivity to the region's demographics and an understanding of the Group's role as a community anchor are vital, alongside maturity to strengthen governance and experience as a governor or trustee.

Able to offer your time flexibly, you will commit on average three days a month to your role with the Group. This is a voluntary role and expenses will be paid in line with the Board's policy.

All meetings of the Board and its Committees are in the early evening and some availability for daytime meetings with staff and stakeholders will also be needed.

If you would like to know more about the RNN Group, the Board and the Chair role you are warmly welcome to get in touch with us through our Director of Governance, Sarah.Connerty@rnngroup.ac.uk.

This is a important appointment and to help us to find the right person we have appointed FE Associates. Prior to applying for the position, interested parties are encouraged to arrange an initial conversation with our lead consultant, by emailing Suzanne.Thurlow@fea.co.uk, to discuss the role before the closing date.

Janet Pryke, interim Chair RNN Group Board
Jason Austin, CEO and Principal RNN Group



About us

The Group has consolidated all its activities within South Yorkshire and North Nottinghamshire to benefit our local communities and stakeholders. With a strong financial foundation and a positive health forecast, coupled with a good Ofsted rating, the Group is well-positioned to advance excellence in the quality of education for our learners and communities.

The Group has an annual turnover of £39M, was judged to be 'Good' by Ofsted in December 2022 and achieved a Silver TEF rating in September 2023. We meet the education and training needs of over 11,000 adults and school leavers every year providing routes to career security and personal and professional fulfilment. From our bases in South Yorkshire and North Nottinghamshire we are currently supporting over 1,000 apprentices and working with over 600 employers. We work at the centre of our local communities, contributing to civic life and economic renewal and employ over 800 staff.

The Group is made up of three colleges - Rotherham College, North Notts College (with two campuses in Retford and Worksop) and Dearne Valley College - and includes the University Centre Rotherham and the Bridge Skills Hub in Worksop. The Group has two subsidiary companies – the National Fluid Power Centre and Rotherham Education Services (RES), each with their own independent board.

We celebrate diversity and are proud to have been recognised as Investors in Diversity and to be part of the Disability Confidence Scheme. You will be working in a supportive environment that encourages, recognises and celebrates effort, achievement and cooperative attitudes. We welcome applications from everyone regardless of age, gender, ethnicity, sexuality, faith or disability.



Our Vision

RNN Group Strategic Vision

We are Inclusive | We have Integrity | We Deliver | We are One Team

Quality of Education

We will prioritise powerful teaching and learning, knowledge and skills development. We will continue to improve and develop the student experience so that we will be seen as exceptional by students across the organisation.

Financial Integrity

We will balance affordable investment with prudent financial management, measured against our core provision and specialisms. We will continue to be inclusive through delivering against our diverse income streams.

People and Place in the Community

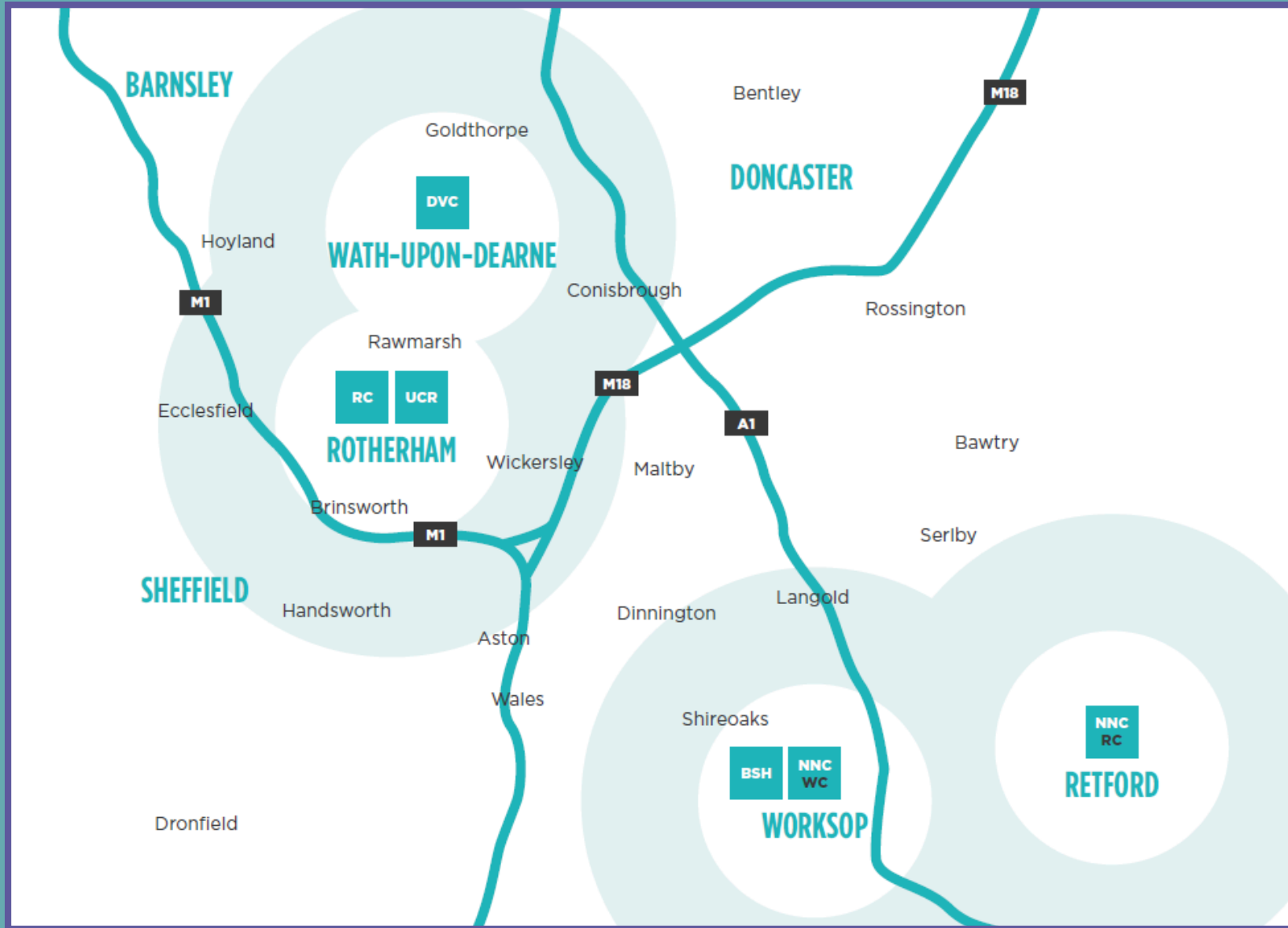
We are proud to be part of the local communities we serve. We will take a lead role in the local area, working within sustained and strong partnerships to focus on the needs of the South Yorkshire Mayoral Combined Authority (SYMCA) and East Midlands Combined County Authority (EMCCA) regions and communities.

Innovation and Growth

We aim to grow as a Group, providing core provision and specialisms so that we become a financially strong and progressive organisation. We will measure all growth opportunities against our visions, core provision and specialisms. We will have a positive impact on the South Yorkshire Mayoral Combined Authority (SYMCA) and East Midlands Combined County Authority (EMCCA) region economy, ensuring that the curriculum forms part of a coherent offer that supports ambition, skills and productivity.



Our Sites



The Role of Chair

Job title: Chair of Governors

Salary: Voluntary and unremunerated

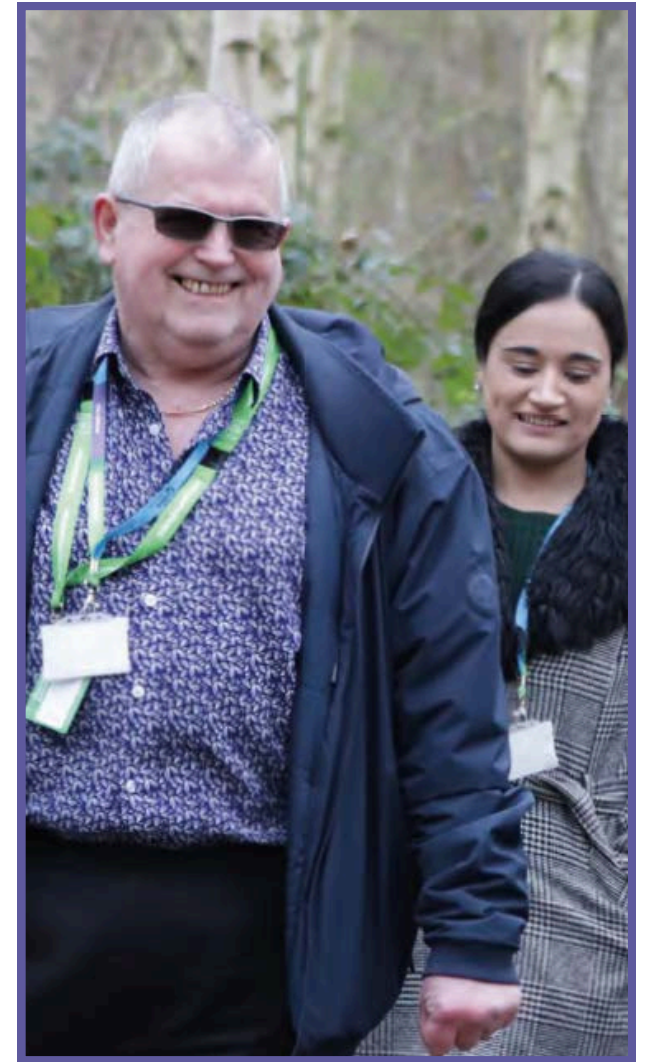
Role summary

In addition to playing a full and active role as a Governor, the Chair is responsible for providing effective leadership of the Board. This includes championing a culture of inclusivity, innovation and responsiveness, ensuring that the Board meets its statutory responsibilities and serving as an ambassador and promoting the Group's best interests and reputation in local, regional and national settings.

Working closely with the Vice-Chairs, the Chair leads on the evaluation and performance of the CEO & Principal and Director of Governance.

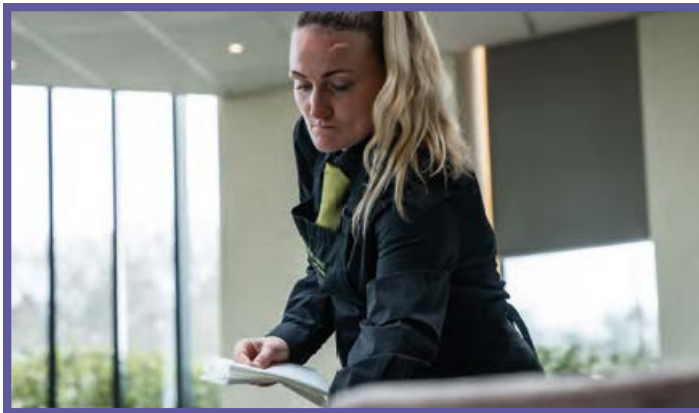
Key responsibilities

- With the support of the Director of Governance, ensure the Governing Body is properly constituted, structured and that membership meets the target profile.
- Ensure through the Director of Governance that the RNN Group can meet fully its statutory requirements in respect of:
 - setting budgets, approving strategies and policies
 - monitoring performance against targets
 - maintaining the solvency of the Group
 - reporting to funding bodies
 - conducting business in accordance with its Instrument & Articles.



Key responsibilities cont'd

- Oversee and evaluate the performance of the CEO & Principal and Director of Governance.
- Establish strong, open, supportive, challenging and effective relationships with and between the CEO & Principal, other governors and the strategic leadership team.
- Act as a critical friend and sounding board to the CEO & Principal to offer general and specific support where strategic or contentious issues are concerned.
- Provide strategic leadership through key developments and opportunities within the FE sector.
- Build relationships with and influence stakeholders in order to raise the profile of the Group, locally and regionally.
- Keep informed of the main strategic issues impacting on the Group within the local/ regional economy helping to identify future opportunities for students.
- Regular attendance at RNN Group events to support curriculum/commercial activities.
- Follow the highest standards of corporate governance in line with the Members' Code of Conduct.
- Meet with individual Governing Body members to conduct their annual performance review and discuss their contribution and development as governors.
- Chair meetings of the Governing Body.
- Oversee the appointment of the CEO & Principal, Senior Postholders and the Director of Governance.
- Oversee the implementation of any disciplinary or grievance procedures involving the CEO & Principal, Senior Post-holders and the Director of Governance.
- Hear staff or student appeals as necessary and in accordance with Group policies.



Person Specification

Skills

- Ability to chair meetings decisively and inclusively.
- Strategic reasoning and thinking.
- An ability to influence without domination.
- Confident public speaking and presentation.
- Ability to communicate with wide and varied groups, including students and staff, to ensure their interests and views are considered.
- Ability to foster supportive and constructively challenging working relationships, based upon trust.

Knowledge and understanding

- The FE sector and post-16 education - its role in society, how it functions and its relationship with the Department for Education (DfE).
- The wider economic landscape.
- The social and economic realities of South Yorkshire and North Nottinghamshire.
- Public sector financial management and charity status.



Experience

- Leadership in a comparably complex sector.
- Working within a governance framework.
- Leading, managing and holding senior leaders to account.
- Team building in a non-executive environment.

Personal characteristics

- Ability to commit flexibly to the time required of being Chair of the board.
- Willingness to meet with external stakeholders, locally, regionally and nationally.
- Commitment to good governance.
- Commitment to lifelong learning and the Group's mission statement.
- Commitment to maintaining a strong focus on continuous improvement.
- Personal integrity and a commitment to equality, diversity and inclusion.

Eligibility requirements

Disclosure and Barring Service (DBS) Checks - The Disclosure and Barring Service (DBS, formerly CRB) helps the RNN Group 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.



Key Dates and Submitting Your Application

Closing date: **9am on Thursday 6 February 2025**

Interviews to be held: **Tuesday 4 March 2025**

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/rnn-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-rnn-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-rnn-chair.