



REASEHEATH COLLEGE GOVERNOR ROLE AND PERSON SPECIFICATION

Role Specification - Governor

Purpose of the Role

The Governing Body, led by the Chair, provides checks and balances to the operational executive team led by the Principal. It is accountable for its stewardship of public funds to deliver a quality service and for the performance of its legal and statutory duties. It sets the strategic direction of the College and monitors College performance by setting targets and agreeing key performance indicators.

Duties

These are set out in the constitution of the College - 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 the financial plan;
- Approving strategic plan;
- Appointment, grading, suspension, dismissal, appraisal and determination of pay and conditions of the Principal, designated Senior Post Holders and the Clerk;
- Setting framework for pay and conditions of service of all other staff;
- Agreeing key performance indicators and targets, monitoring academic achievement and raising standards;
- Ensuring the correct policies and procedures necessary to fulfil its legal obligations.

Key accountabilities to:

- The College's learners and customers for quality of experience and outcome
- The regulators and funding agencies for the use of public funds;
- The communities served by the college;
- College staff.

Eligibility:

Governors are required to make a declaration of eligibility and of interests. This is held by the Clerk to the Corporation and is made available to members of the public. A person is not eligible to be a Governor if he or she has been declared bankrupt within the last three years or served a sentence for a conviction within certain time limits or has been removed from office as a member of a charity or FE Board for wrongdoing. Governors should not normally have a teaching role or be a student at the college unless they are appointed as staff or student members. Governors are required to agree to DBS checks on appointment. Governors are required to participate in the governance self-assessment programme.

Person Specification - Governor**Core Elements**

Governors should be able to demonstrate: -

- An active interest in further and higher education and knowledge/experience of industries served by the College;
- Commitment to lifelong learning and the role of the College as a provider of education and skills;
- Commitment to promoting equality and diversity;
- Commitment to quality and raising standards;
- Willingness to promote the College within the communities it serves;
- Ability to work positively with others and to contribute as a member of a team;
- An understanding of policy and strategy and how these can be monitored and implemented;
- Ability to make reasoned decisions and to act honestly, diligently and in good faith;
- Ability to contribute to establishing performance targets and the monitoring of performance;
- Commitment to attend Board Meetings, Committees, Governors' Workshops and external events;
- Eligibility and absence of conflicting commitment.

Generic Skills

- Strategic awareness;
- Financial awareness;
- Sharing best practice;
- Vision and commitment;
- Ability to share and work to common values;
- Critical listening and appraisal skills;
- Ability to ask probing questions;
- Ability to challenge appropriately;
- Analytical and problem solving abilities;
- Integrity to act without self-interest;
- Ability to work within a framework of collective decision-making in the best interests of the Governing Body and College;
- Awareness of standards in public life, public accountability and a determination to abide by them;
- Communication skills and the ability to influence.