



Cirencester
College

Governor Recruitment Pack

Welcome from the Chair of Corporation

Thank you for your interest in serving as a governor at Cirencester College.

I have found it to be one of the most rewarding roles I have undertaken. I enjoy being able to apply my prior professional experience to new challenges whilst working alongside fellow governors from truly diverse walks of life and dedicated staff.

Cirencester College is a very special place which commands loyalty and affection from student and staff alike. It is a privilege to contribute to their successes and work with internal and external stakeholders to drive continual improvement and innovation. We are currently in a period of strategic review, so it is a fascinating time to join. You really could be part of setting the direction for the next chapter in the life of the college and the lives of so many young people.

Governors can serve for up to eight years and so there is a natural arc of developing experience and confidence in role. We conduct an induction for groups of new governors each year to ensure that everyone is familiar with their responsibilities, the organisation of the college and how to find additional, key information. We also allocate all new governors a governor mentor for their first year.

I do hope you find the contents of this booklet inspiring and hope you will apply to join us.



Welcome from the Principal

We run a brilliant institution here with some 400 staff working with over 3,000 students aged typically between 16 and 19, studying over 100 subjects.

We're seen as sector leaders in many of our fields and also work at national level with government and industry on educational reform. To be successful we've found that you need not just a local outlook, but a national and indeed global one too. We act as a bridge between school to university, careers and apprenticeships whilst offering an environment where learners can develop as a person, become independent and make new friends.

Through survey we know that young people come to us (from across a 60-mile catchment area) for three main reasons: specialist choice, fantastic environment, and the fact we help our students become powerful independent and positive young people. We have high standards and relentlessly pursue excellence. Our staff and students are both supported to be the best they can be. We have a very positive and constructive working culture. We're proud of our heritage, driven to provide the best educational experience in the area, and are very excited about our future.



About Us

Cirencester College is a vibrant and inclusive specialist sixth form provider offering the widest choice of post-16 subjects in the region. Based at the heart of the South Cotswolds town of Cirencester, our college serves a diverse student body with a strong commitment to academic excellence, personal development, and preparing young people for successful futures.

We offer a broad curriculum that includes A-levels, T-levels, vocational qualifications, and enrichment programmes. Our students are supported by passionate staff and a leadership team focused on continuous improvement, innovation, and equality of opportunity. As the only sixth form college serving Gloucestershire, Swindon and surrounding counties, our college community is wide and varied, and we strive to maintain strong partnerships with parents, local employers, universities, and wider educational networks.

At the core of our success is strong governance. We are now seeking dedicated and skilled individuals to join our Governing Body and help steer the future direction of the college.

The Numbers Behind Our Story

3100 Students

415 Staff Members

90% of student gained their 1st choice of university.

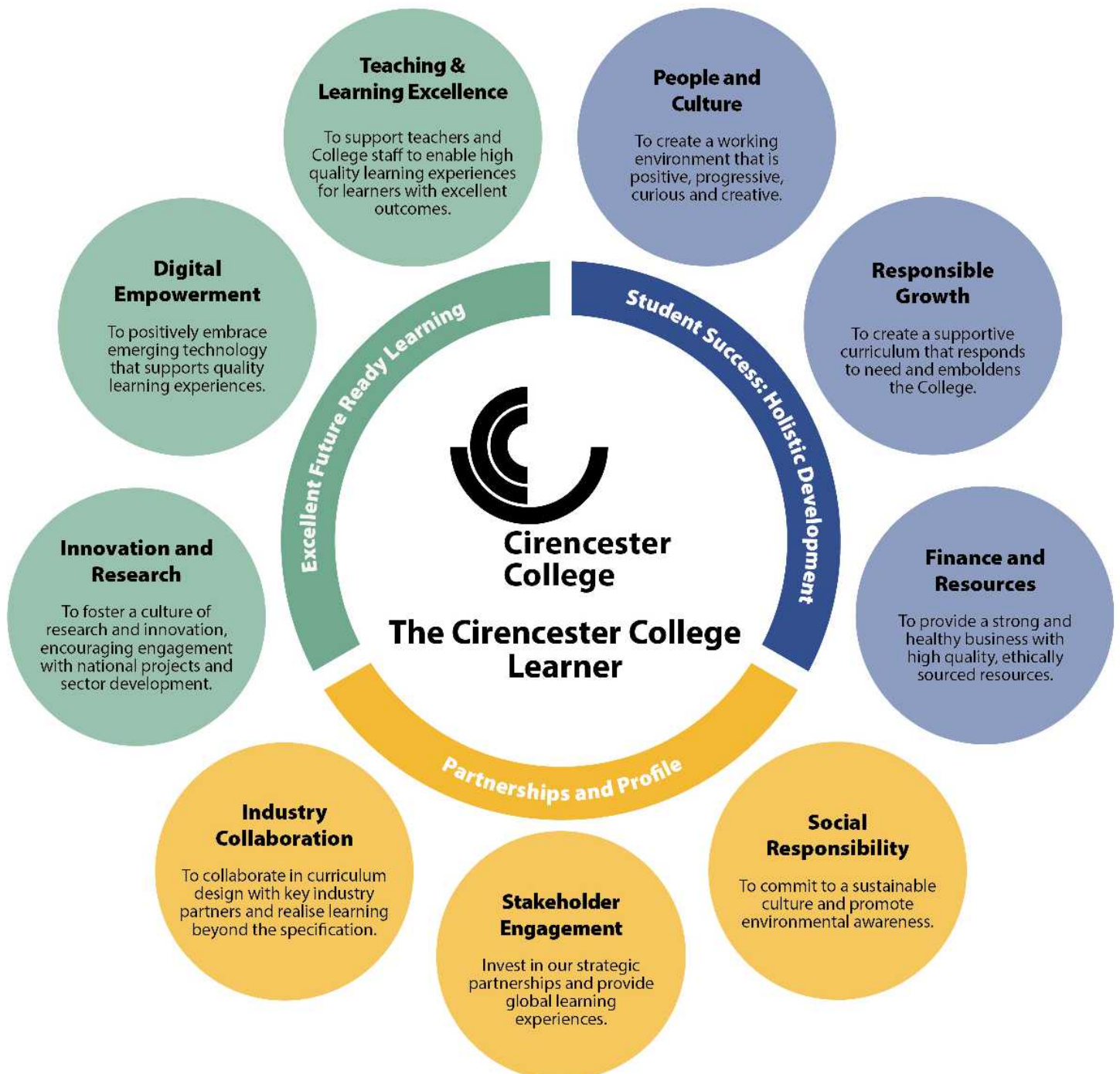
(above the national average of 80%)

150

students gained a place at one of the 30 most selective universities in 2024.

94% of our students go on to university, apprenticeships or full-time work.

Strategic Priorities 2025 - 2030



Mission: To fully prepare learners to progress to their next stage, be that education or employment by delivering excellent educational programmes.

Vision: To be recognised as a beacon of innovation, inclusivity and academic excellence.

The Role of the Governors

Governors play a crucial strategic role in the success of the college. Working collectively as a board, governors ensure that the college meets its statutory responsibilities, maintains high standards of education, and delivers value for public money.

Key responsibilities include:

- **Strategic Leadership:** Setting the college's vision, ethos, and strategic priorities.
- **Accountability:** Monitoring and challenging the college's performance, including student outcomes, safeguarding, equality and diversity, and financial health.
- **Support and Oversight:** Providing constructive challenge to the Principal and leadership team alongside informed support.
- **Compliance and Assurance:** Ensuring the college complies with legal and regulatory requirements (e.g. Ofsted, DfE, Charity Commission).
- **Financial Stewardship:** Overseeing budgets and ensuring effective use of resources and public funds.

Governors attend meetings of the full Governing Body (typically twice per term) and contribute to one or more committees aligned with their expertise (e.g. Audit, Remuneration, Search and Governance).

Individual governors also serve as "Focus Governor" where they can most directly contribute their professional expertise in support of the senior leadership team.

Benefits of Serving as a Governor

Becoming a governor provides a unique opportunity to make a real difference in young people's lives and contribute to your local community whilst also enhancing your own professional and personal development.

Benefits include:

- **Personal Fulfilment:** Contribute to the success and wellbeing of young people at a crucial stage in their lives.
- **Professional Development:** Gain insight into the governance and strategic leadership of a large, complex organisation – valuable in any career.
- **Networking Opportunities:** Collaborate with professionals from diverse backgrounds in a collegiate and respectful environment.
- **Training and Support:** Access to high-quality training and induction programmes to help you succeed in the role.
- **Community Engagement:** Play a part in shaping the future of education in your area.

This is a voluntary role. Out-of-pocket expenses will be reimbursed.

Requirements of Being a Governor

We welcome applications from individuals of all backgrounds and experiences. You do not need to be an expert in education, but you should bring curiosity, commitment, and integrity to the role. No previous governance experience is required - just a willingness to learn, contribute, and work as part of a team.

We are looking for individuals who:

- Are committed to improving educational outcomes for all students.
- Can think strategically and analytically, using data to inform decisions.
- Are willing to question, challenge, and support senior leaders effectively.
- Have good communication and interpersonal skills.
- Can commit time to attend meetings, read papers, and undertake training.
- Demonstrate values aligned with inclusivity, diversity, and public service.

We are especially interested in individuals with experience in the following areas:

- Audit and compliance.
- Higher or further education.
- Special Educational Needs and Disability (SEND) strategy.
- Safeguarding within education.
- Careers and skills within further education.
- Previous experience of operating at board level.

Time commitment:

Approximately 6–10 2-hour meetings per academic year, with additional preparation time. Most meetings take place in college on Monday evenings from 5-7pm. Meeting dates are agreed ahead of each academic year to support diary planning.

Focus Governors should also aim to come into college at least twice per term. Governors are also asked to attend three college events per year.

Eligibility:

All governors must be over 18 and not disqualified from serving as a governor or charity trustee under current legislation.

Appointment process:

Suitable candidates will be invited to attend an interview with a panel of governors. A Disclosure and Barring Service (DBS) check and satisfactory references will be required for successful candidates.

If you're interested in applying or finding out more:

Please contact:

Suzanna Miles - suzanna.miles@cirencester.ac.uk

Or visit:

<https://www.cirencester.ac.uk/about-the-college/corporation/become-a-governor/>

Cirencester College is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment.

Cirencester College welcomes applications from all sectors of the community and is an equal opportunities employer.

Join us in shaping the future of Cirencester College and the lives of the young people we serve.