

## **APPOINTMENT OF ASSOCIATE PRINCIPAL** **(PLANNING, PERFORMANCE & CURRICULUM)**

### **1. BACKGROUND TO THE APPOINTMENT**

The Executive Leadership Team of the College comprises of the Principal, and five Associate Principals. As an appendix to this background paper there is a summary of the key specific portfolios of the five Associate Principal posts, including this portfolio and the Job Description outlines the anticipated initial duties specific to this portfolio. The Executive Leadership Team structure has been in place since the start of 2018/19 following a leadership review. This is a settled, hard-working team, with positive and mutually supportive colleagues who recognise the importance of teamwork and understand the many interdependencies that exist across their ELT portfolios. The College is the preferred destination for around 3500 ambitious students, progressing from schools right across Leicester and Leicestershire. It is an exciting time to join the College, as we continue to build on our strengths and to strive for excellence in all that we do.

### **2. STRATEGIC PRIORITIES FOR THE COLLEGE**

What our students achieve in the time they are learning with us is the greatest measure of our success. Whilst crucial as part of a wider set of outcomes, qualification and examination outcomes are not the only measure of the impact we will have on the life chances and success of our students well into the future. We are committed to ensuring that we create the best opportunities and access to a balanced, rounded and great education, enabling our students to make progress, become increasingly independent and be prepared.

It is important to us that our staff feel valued, developed and appreciated, enabling them to work together towards our common goals and that they are able to get real satisfaction from helping the students we serve. This means having an ethos that engages all those who can contribute or make a positive difference through their work and development of their ideas. It is also essential that we are able to link coherently with the wider education system and that WQE is widely respected for the part we can play.

The College has a rolling three year strategic plan, one that is reviewed each year allowing the College's medium term strategic planning to take account of important internal or external changes. The strategic plan outlines our ambitions and the College seeks to;

- Provide a high quality and accessible sixth form college experience for the benefit of young people in Leicester and Leicestershire in particular
- Focus on the 16-19 age group and be specialists in this age range
- Provide an inclusive academic and classroom-based vocational curriculum offer, from Entry level to Level 3, including SEND provision,
- Give high priority to the development of the skills and attributes for adult life, learning to be effective citizens
- Provide coherent academic and pastoral support, appropriate to this age group, maintaining a single point of contact for each student to provide this coherence, with three-way engagement between students, college and parent/carers
- Provide well supported transition to a new and high-quality learning environment and supporting preparation for the opportunities beyond the 16-19 phase
- Provide a clear step to greater independence, supporting preparation and readiness for young adulthood
- Provide a more mature learning community than is typical in a school environment,

where young people come together from across the local area and learn to be active valued members of a diverse community

- Prepare our students for success in higher education, further training and/or sustained employment, ensuring they have resilience and the flexibility to adapt and make the most of emerging opportunities in the future

The themes within our strategic plan are summarised below;

#### **A) Participation, Developing Capacity and Responsiveness**

The college will develop our capacity to respond appropriately to local demographic trends and patterns of choice. We believe it is important to ensure students within Leicester and Leicestershire, who can demonstrate the potential to progress to Higher Education and careers as young professionals, continue to have an opportunity to have access a high quality Sixth Form College offer.

#### **B) The Curriculum and Meeting Needs**

The changing curriculum and assessment landscape pre-16 and post-16 will require the College to continually re-evaluate the range, type and balance of provision offered. There are key opportunities to adapt and develop our curriculum and enrolment/progression arrangements to best meet the needs of current and future students and ensure a curriculum that continues to be unrivalled in terms of choice, quality and flexibility.

#### **C) Learning, Student Outcomes and Experiences**

A commitment to continuous improvement is at the heart of everything we do and as the college continues to grow it will become increasingly important to ensure we remain focussed on ensuring personalisation and support for every student to ensure;

- every student feels part of a strong learning community that recognises their aspirations and needs
- high quality teaching, learning and assessment that inspires and supports every student, enabling them to make excellent progress
- experiences that enable personal development and preparation for progression and success in the future

#### **D) Engaging with Our Community, Building and Strengthening Partnerships**

As the educational system, structures and landscape continue to change it will be important that WQE plays a key role within that system, to ensure coherence, to support appropriate transitions and progression and to add value or create increased capacity through partnership.

#### **E) Development of Our Workforce**

Recognising that our workforce is our greatest single asset, WQE will need to ensure that both our staffing structures and support for the development of individuals are focussed on enabling continuous improvements for our students. Our focus on creating a workplace and culture in which people can flourish will be important to our future success and development, as well as enabling WQE to retain, recruit and develop the very best people.

#### **F) Effective use of Resources**

In a challenging public sector funding environment, making the best use of our resources and developing our capacity to ensure WQE can continue to invest in the best facilities and resources for students.

### **3. ORGANISATION OF CURRICULUM & GUIDANCE FUNCTIONS**

As indicated earlier, we undertook a review of our leadership arrangements and a summary organisation chart for the Executive Leadership Team is provided as an appendix for reference. The Associate Principal (Planning, Performance and Curriculum) will play a key role in the leadership of the Curriculum and Student facing functions of the College and will shape teams to support our students and staff to be ambitious, perform well and plan. Directly supporting and line managed by the Associate Principal (Planning, Performance and Curriculum) is the CIS and Exams Manager, and the line management of the nine Curriculum Areas is shared with the Associate Principal (Development & Learner Experience). There is some scope to consider and vary the mix of Curriculum Areas linked to the portfolio within this arrangement.

The Associate Principal (Planning, Performance and Curriculum) will co-lead the Curriculum and Student Leadership Group with other members of the ELT and this group meets weekly, bringing together the key curriculum and student facing support leaders.

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I hope this has given you some background and context to this important post. We believe that this is a particularly exciting time to be joining the College, offering a real opportunity to make a difference in the context of an ambitious and already high-achieving Sixth Form College. In this context we are seeking to appoint someone with the capacity to understand what the College currently does well, but also to offer fresh thinking, a critical eye and the drive to ensure that we continue to meet the needs and expectations of our students. You will be a leader who is able to motivate, persuade, inspire and work with others to achieve our objectives, to help us remain focussed on achieving excellence in all that we do and to ensure that we identify the ways to keep improving further.

Paul Wilson  
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