



Heart of Yorkshire

Education Group

**Governor Recruitment
Candidate Information Pack**

Contents

Introduction from the Chair of Governors	3
About Heart of Yorkshire Education Group	4
The role at a glance	5
Commitment to Diversity and Inclusion.....	6
General Responsibilities and Expectations	7
About the Role(s).....	9
Additional Information	10
Key Dates	11
Application Process	11

Introduction from the Chair of Governors

Dear candidate,

Thank you for your interest in joining Heart of Yorkshire Education Group as a Governor. This is an important moment for the Group as it continues to deliver high-quality further education, skills and training across Castleford, Selby and Wakefield, supporting learners, employers and communities across the region.

Heart of Yorkshire Education Group brings together Castleford College, Selby College and Wakefield College. The Group serves more than 10,000 students and apprentices and works closely with employers and partners to provide education and skills that support opportunity, inclusion and economic growth.

The Group is entering its next strategic phase with a clear focus on quality, financial resilience, digital transformation, employer engagement and regional skills. Strong governance will be essential in providing the constructive challenge, technical insight and independent judgement needed to support this agenda.

We are particularly seeking Governors who can strengthen the Board's collective expertise in three priority areas:

- Technical finance expertise, with the confidence to support strong financial oversight and constructive scrutiny.
- Digital, IT and AI expertise, with the insight to help the Board understand opportunities, risks and future direction.
- Teaching, learning and assessment expertise, with the ability to contribute to the curriculum agenda and provide informed challenge on quality, learner outcomes and Ofsted-related assurance.

Candidates should bring confidence, independence and a willingness to engage actively at Board level. Previous board-level experience, particularly in a senior leadership or committee chairing capacity, would be especially valuable.

As a Governor, you will help shape the Group's strategic direction, scrutinise performance and risk, support financial sustainability and ensure that decisions remain focused on learners, apprentices, staff, employers and communities.

We welcome applications from individuals who share the Group's commitment to public service, education, inclusion and positive outcomes. You do not need to have worked in further education, but you should be able to contribute strategically, ask thoughtful questions and work constructively as part of a collegiate governing body.

Thank you once again for considering this opportunity to contribute your expertise and perspective to Heart of Yorkshire Education Group.

- **David Powell**, Chair, Heart of Yorkshire Education Group

About Heart of Yorkshire Education Group

Heart of Yorkshire Education Group is a further education group serving communities, learners and employers across the Yorkshire region through Castleford College, Selby College and Wakefield College.

The Group provides a broad range of education and training, including further education, apprenticeships, adult learning, higher education and employer-focused skills programmes. Its work supports progression into employment, further study and stronger regional skills outcomes.

With more than 10,000 students and apprentices, the Group plays an important civic and economic role across Castleford, Selby, Wakefield and the wider region. It works with local employers, partners and stakeholders to ensure that curriculum and training provision responds to current and future skills needs.

The Group Board provides strategic leadership, oversight and assurance. Governors help ensure that Heart of Yorkshire Education Group remains financially resilient, educationally ambitious and focused on delivering excellent outcomes for learners, apprentices, employers and communities.

Why join Heart of Yorkshire Education Group?

This is an opportunity to use your expertise to make a tangible difference to learners, employers and communities across Castleford, Selby and Wakefield.

Heart of Yorkshire Education Group is an ambitious further education group at an important stage in its development, with strategic priorities spanning quality, financial resilience, digital transformation, AI, employer engagement and regional skills.

As a Governor, you will bring independent judgement, constructive challenge and specialist insight to decisions that affect thousands of students and apprentices.

For candidates with finance, digital, IT, AI or teaching, learning and assessment expertise, this is a chance to apply your professional experience in a purposeful civic role, strengthen a major regional institution, and contribute to the future of education and skills in Yorkshire.

The role at a glance

Role: Governor (voluntary)

Purpose of the role:

To contribute to the strategic direction of Heart of Yorkshire Education Group by ensuring high-quality education and training, strong financial stewardship, effective risk oversight and positive outcomes for learners, apprentices, employers and the wider community.

Who we are looking for:

Heart of Yorkshire Education Group is seeking committed individuals who can contribute confidently at board level. Previous board experience is desirable. We particularly welcome candidates with skills or experience in one of the following areas:

- Finance, accountancy and technical financial scrutiny
- Digital, IT and AI leadership, including digital transformation, cyber resilience, data governance, emerging technology and responsible AI
- Teaching, learning and assessment, including curriculum planning, educational quality, learner outcomes, quality improvement and Ofsted-related assurance

Key responsibilities:

- Set the strategic direction, mission and values of the Group
- Provide constructive challenge and support to the senior leadership team
- Oversee educational quality, financial sustainability and risk
- Ensure the Group meets its statutory, regulatory and charitable obligations
- Act at all times in the best interests of learners and the Group.

Time commitment:

The anticipated time commitment includes:

- Corporation meetings (once per term)
- Membership of at least one sub-committee
- Attendance at an annual strategy event held over two days and two further strategy sessions of one afternoon each
- Occasional college events and development activities

Location:

Meetings are expected to include in-person attendance across the Group's college locations in Castleford, Selby and Wakefield, with hybrid options available where appropriate. Please note that most meetings are held on Tuesdays between 3-4pm.

Term of office:

Up to 4 years, with the possibility of reappointment.

Remuneration:

This is a voluntary, unremunerated role. Reasonable travel and subsistence expenses are reimbursed.

Commitment to Diversity and Inclusion

Heart of Yorkshire Education Group is committed to advancing equality of opportunity, eliminating discrimination and fostering a culture where every member of its community is respected, included and able to thrive.

We actively encourage applications from individuals who reflect the diversity of the communities we serve. We particularly welcome candidates from groups that are underrepresented across governance roles, including people across a range of backgrounds, identities, faiths, beliefs and lived experiences.

We value lived experience alongside professional expertise, and we are committed to ensuring our Corporation benefits from a broad and representative range of perspectives.

As part of our duty under the Equality Act 2010 to eliminate discrimination and advance equality of opportunity we are committed to inclusive recruitment and to removing barriers wherever they exist. We provide reasonable adjustments throughout the recruitment and appointment process, and we will always work proactively to meet individual needs. If you require adjustments or would like to discuss how we can support you throughout the process, please contact our recruitment partners, [ETF](#) who we will be pleased to support you.

Inclusive governance is central to effective decision-making. The Group is committed to ensuring that all governors feel supported, respected and able to contribute fully through induction, development opportunities and a board culture that values different perspectives and constructive challenge.

General Responsibilities and Expectations

Heart of Yorkshire Education Group's Board provides strategic leadership and oversight for the Group. It includes independent governors, staff and student members and works collectively to ensure effective stewardship, strong educational performance and responsible use of public funds.

Governors provide independent support and challenge to the executive team, scrutinise performance and risk, and help ensure the Group delivers on its strategic priorities for learners, apprentices, employers and communities.

Purpose of the Role

To contribute to the work of the Corporation as laid out below:

- The Corporation, led by the Chair, provides checks and balances to the operational executive team led by the Principal.
- The Corporation is accountable for its stewardship of public funds to deliver a quality service and for the performance of its legal and statutory duties.
- The Corporation will set the strategic direction of the Group and monitor Group performance by setting targets and agreeing key performance indicators.

Duties

These are specified in 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 three-year financial plan;
- Approving the 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 retention and achievement targets, monitoring academic

achievement and raising standards;

- Ensuring the correct policies and procedures necessary to fulfil its legal obligations.

Eligibility

Governors are required to make an annual declaration of eligibility and of interests. This is held by the Head of Governance and is made available to members of the public.

- A person is not eligible to be a Governor of an FE college if they have been declared bankrupt within the last three years or served a sentence for a conviction within the last five years, or been removed from office as a member of an FE Board within the last ten years.
- 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 Disclosure and Barring service (DBS) checks on appointment.

Candidates must be able to commit to attendance at all the Corporation meetings and be willing to contribute to at least one of the sub-committees, with an opportunity to attend College events. A copy of the Corporation Meeting dates 2026-27 can be received on request. Please contact [ETF](#) who will provide you with a copy.

The Board operates a number of committees, including:

- Curriculum and Quality
- Search and Governance
- Audit
- Finance, People and Resources

About the Role(s)

We are seeking to appoint three Governors to Heart of Yorkshire Education Group as upcoming Board vacancies arise. These roles offer an opportunity to help shape the future of an ambitious further education group at a pivotal point in its development.

Governors bring independent oversight, insight and challenge, working collectively to support the Principal and senior leadership team while ensuring the long-term success and sustainability of the Group. Prior experience as a governor is not required; curiosity, commitment and the ability to contribute to strategic discussions are essential.

Heart of Yorkshire Education Group is particularly interested in candidates who can bring technical depth, independence and constructive challenge. Candidates do not need education sector experience but should be able to engage strategically and confidently at Board and committee level.

The Group is particularly interested in candidates with skills or experience in one or more of the following areas:

Finance Governor

Candidates should be professionally qualified or bring equivalent senior finance experience, with strong technical accounting expertise and the ability to scrutinise financial statements, management accounts, year-end accounts and financial risk in detail. Experience as a Finance Director, senior finance leader or board/committee member would be particularly valuable.

Digital, IT and AI Governor

Candidates should bring senior-level experience in digital, IT, AI, cyber security, data, systems transformation or technology-enabled change. The Board is seeking someone who can move beyond general interest in technology and provide credible, informed challenge on digital strategy, cyber resilience, information governance, AI adoption, automation, systems investment, technology risk and future skills. This Governor will help the Board understand both the opportunities and risks created by emerging technologies, ensuring that innovation is purposeful, secure, ethical and aligned with the Group's strategic priorities. The role is likely to align closely with the Audit Committee and/or the Finance, People and Resources Committee.

Teaching, Learning, and Assessment (TLA) Governor

Candidates may come from any curriculum specialism but should bring a strong strategic understanding of educational quality, curriculum planning, teaching, learning and assessment within a further education context. Experience of contributing to curriculum strategy, quality enhancement, learner achievement, inspection readiness, and assurance relating to Ofsted and other regulatory requirements would be highly valuable. Experience of digital learning and the role of technology in supporting educational excellence would also be advantageous.

This Governor will support the Board in providing strategic oversight, informed scrutiny and constructive challenge across all aspects of the curriculum. They will help ensure that the College's provision remains ambitious, inclusive and financially sustainable, responds effectively to current and future skills needs, and delivers strong outcomes for learners, apprentices, employers and communities.

Essential Criteria for all roles

- Proven commitment to equality, diversity and inclusion.
- Critical reasoning skills and ability to engage in board-level discussions and decision making;
- Ability to work constructively and, as part of the governing body, acting fairly and impartially in the interest of the Corporation and the Group;
- A highly developed ability to take account of different perspectives as part of a collegiate decision-making process and to take responsibility for decisions made.
- Excellent communication and influencing skills.

Additional Information

Legal Status and Governance: Heart of Yorkshire Education Group is a further education corporation and exempt charity. Governors act as charity trustees and have legal responsibilities under charity law and the relevant further education governance framework.

Standards in public life: Each Board member must ensure that during the period of their tenure they are committed to and conduct themselves in accordance with the [seven principles of public life](#).

Indicative Timetable

Please note that the recruitment timetable outlined above is provisional. The Education and Training Foundation (ETF) will keep candidates informed of any changes to the recruitment process and timetable as they arise.

Date	Activity
02 November 2026	Application Deadline
16 November 2026 (provisional)	In-person interviews
08 December 2026	Start date

The Selection Panel is as follows:

- Chair of the Corporation
- Chair of the relevant Sub-Committee

Application Process

ETF is supporting Heart of Yorkshire Education Group with the recruitment process. To apply for this position, please provide the following:

- A CV (maximum two sides) setting out your career history, with responsibilities and achievements.
- A Cover Letter (maximum two sides) highlighting your suitability for the role and how you meet the essential criteria in the person specification.
- Please send applications to boardrecruitment@etfoundation.co.uk
- [Diversity monitoring form](#) – Please complete the diversity monitoring form provided by ETF. This information is stored separately from applications and is not shared with the selection panel.
- We are committed to ensuring that all candidates can participate in the application process fairly. Should you require any reasonable adjustments or arrangements, please contact boardrecruitment@etfoundation.co.uk for further information on how we can support you throughout the recruitment process.
- If you have any questions or would like to arrange a call to discuss the role, please contact Cezanne Ritchie-Hutchinson, Sector Governance & Workforce Lead at ETF, via email at cezanne.ritchie-hutchinson@etfoundation.co.uk