



Governance Charter

Mission Statement: *Inspiring learning, developing character, building futures*

Our Commitment:

We recognise and acknowledge our responsibilities for making good and effective use of public money and to conform to the principles of the Association of Colleges' Code of Good Governance for English Colleges, March 2015, as approved by the Corporation at its meeting on 1st July 2015.

In setting out core values, the Code adopts and builds on the *Seven Principles of Public Life*, which provides an ethical framework for the personal behaviour of Directors. In addition, the Code also adopts the values and behaviours of being:

- **Respectful**
- **Professional**
- **Prudent and**
- **Passionate about education and good governance.**

The Code is based on the following expectations of good governance, which illustrate the values and beliefs of college directors and trustees:

- **Putting students first; promoting high expectations and ambitions for students and staff.**
- **Ensuring inspirational teaching and learning.**
- **Creating a safe environment for students to learn and develop.**
- **Providing strong leadership to both the senior leadership team and the community the College serves.**
- **Setting the strategy and acting as guardians of the College's mission.**
- **Demonstrating accountability to students, parents, staff, partners, employers, funders, trustees and other stakeholders, including publishing accurate and timely information on performance.**
- **Listening to students, parents, employers and staff.**
- **Ensuring the achievement of equality of opportunity and diversity throughout the College.**
- **Using the College's autonomy and independence to meet local education and skills needs.**

To implement and embed the above values and expectations in the College, Directors will undertake to:

1. **Formulate and agree the mission and strategy including defining the ethos of the College.**
2. **Be collectively accountable for the business of the College taking all decisions on all matters within their duties and responsibilities.**
3. **Ensure there are effective underpinning policies and systems which facilitate the student voice.**
4. **Foster exceptional teaching and learning.**

5. Ensure that the College is responsive to workforce trends by adopting a range of strategies for engaging with employers and other stakeholders.
6. Adopt a financial strategy and funding plans which are compatible with the duty to ensure sustainability and solvency of the College.
7. Ensure that effective control and due diligence takes place in relation to all matters including acquisitions, subcontracting and partnership activity.
8. Meet and aim to exceed its statutory responsibilities for equality and diversity.
9. Ensure that there are organised and clear governance and management structures with well-understood delegations.
10. Regularly review governance performance and effectiveness.

The Blackpool Sixth Form College Directors are committed to the College's Core Values of:

- **Respect** – for ourselves, for others, for the rules of the law, for the environment
- **Excellence and high aspirations** – being the best we can be, by striving to be more
- **Support** – helping everyone to succeed
- **Inclusion** – valuing everyone individually
- **Integrity** – upholding our values
- **Global citizenship** – being active in improving our world and broadening horizons
- **Enthusiasm** – learning because we love to learn, teaching because we love to teach

These should be both demonstrable and identifiable in:

- All decisions & actions of Directors
- The behaviour of all individual Directors

All Directors commit to adopting a 'can-do', forward thinking and innovative approach in the face of day-to-day challenges. We aim to give our very best and to deliver an outstanding performance.

We commit to investing time, energy and imagination into creating and supporting a dynamic strategic vision for the College.

We seek to enhance the Corporation through the selection of outstanding people with the right skills to enhance the performance of the College and our students.

We are personally committed to further study, the exploration and implementation of new ideas and to be purposeful in all we do.

Respect

For ourselves, for others, for the rules of law, for the environment.

I will:

- Uphold the Nolan principles at all times (selflessness, integrity, objectivity, accountability openness, honesty and leadership)
- Acknowledge that the Corporation is **accountable** for all of its decisions and I have a contribution to make to this.
- Be **fair, honest** and **transparent** in our decision-making, actions and professional relationships.
- Perform as a **team player**, supporting collective decisions & enhancing esprit de corps
- **Invite** and **listen** to others' views and ideas and reflect before making decisions **trusting** and **acknowledging** the skills, talents and experience of others.

Excellence & High Aspirations

Being the best we can be, by striving to be more.

I will:

- Take pride in setting **challenging** targets and have high ambitions for the College in the future
- Have **high expectations** of and **aspirations** for all at the College.
- Work hard to acquire an **informed understanding** of all areas within the College, as well as, those vital external relationships with key stakeholders
- **Keep abreast of changes and initiatives** at a national and local level in order to ensure that the College is at the cutting edge of innovation and excellent practice.
- Be **prepared to challenge appropriately** to ensure that we adopt current best practice
- **Engage** in a rigorous assessment of data and performance management processes in order to raise standards.
- Come to all meetings, **well prepared** and clearly focused to **improve the performance** of the College

Support

Helping everyone to succeed

I will:

- Take a **positive approach** and promote the culture of the College endeavouring to be good humoured, pleasant and approachable at all times
- **Communicate** clearly and supportively
- Promote the College as the first choice for students across Blackpool & the Fylde Coast.

Inclusion

Valuing everyone equally

I will:

- Ensure that all opportunities for promotion, advancement and improvement are **available to all**.
- Maintain and enhance those strategies, which **support** the strongest and the weakest in order that students and staff may flourish and achieve their **full potential**

Integrity

Upholding our values

I will:

- Promote the College Mission
- Live by my word and ensure that what I say is **consistent** with my experience and beliefs
- Lead by example
- Engage in Board debate in a thoughtful, structured and effective manner, deploying well presented questions, arguments and comments
- Be willing to have **courageous interactions** and be prepared to share my point of view
- Calculate and evaluate risks and assess the longer term costs and benefits of decisions
- Own and accept the importance of **collective responsibility**
- Support College leaders, specifically in the face of difficult decisions and actions.

Global Citizenship

Being active in improving our world and broadening horizons.

I will:

- Work to understand and experience 'community' in its widest sense and to take my responsibility as a **world citizen** seriously, demonstrating compassion and interest.
- Support opportunities to broaden the **cultural experience** and **understanding** of all students and staff in order to embed a sincere experience of global responsibility.
- Actively promote all aspects of **equality** in order to make a personal and professional contribution to a community, which thrives on a just allocation of resources and parity of esteem.
- Value the environment and seek at all times to make a positive contribution to environmental issues globally.

Enthusiasm

Learning because we love to learn, teaching because we love to teach

I will:

- **Welcome** new ideas and strategies and create opportunities to change.
- **Support College staff empowered to make changes**
- Actively demonstrate my **pleasure, pride** and **thanks** for the success and contributions of others and the College.
- Talk and act positively as an **Ambassador for the College**
- Willingly **prioritise the needs of College students**, staff and its community
- Be **engaged and involved in meetings** to drive forward quality improvements