



Hereward College

Promoting individual achievement

Join our board

Help our mission to improve life chances for young people with learning difficulties and disabilities

As a pioneering provider of further education for young people with learning difficulties and disabilities for more than 50 years, Hereward College is relentless in the pursuit of successful outcomes for all our students.

Unlike many other colleges within the FE sector, we have a highly specialist focus. Due to this, we have what could best be described as a national catchment and currently provide education and training to around 320 young people aged 16+ and employ 230 staff.

Our learners study across a range of curriculum pathways through a breadth of levels and the college provides valuable additional opportunities such as access to work experience, career support and the chance to develop skills for independent living.

We also manage a supported internship

programme with a range of local employer partners, enabling our young people to gain experience in the workplace within a supported environment.

In 2023/24, 49% of our graduates who have employment as a target gained paid work – more than TEN TIMES the national average which sees only 4.8% of people with learning disabilities in paid employment in England*. A further 27% progressed to voluntary work or preparation for employment.

That academic year also saw our supported internship programme secure a 100% retention, pass and achievement rate for our 34 interns on 12-month employment placements. Of these, between 40% and 100% of participants went on to gain paid work, depending on the employer.

“Leaders are highly ambitious for all their learners. They have a clear strategic vision to ensure that learners are supported to achieve their very best. Leaders place a particularly strong focus on life after college including meaningful and sustainable employment for learners.”



Ofsted inspectors rated the college ‘outstanding’ for high needs in June 2023.

* Source: BASE - Employment Rates for People with Disabilities 2021-22 base-uk.org/employment-rates

Do you share our passion for improving the life chances and opportunities of our learners?

We are looking to attract local business or community leaders to join our corporate board as full or co-opted members.

Your role will be to offer additional insight and professional expertise to support and challenge our decision-making processes and ensure that as a college we are continuing to provide the best service possible to the communities which we serve.

As a board member you will ensure that our Senior Leadership Team and wider staff team are supported in their continuous mission to deliver high-quality, individualised provision for our learners, support their families and retain our excellent national reputation.

The first attribute all candidates will have to demonstrate is a passion for improving the life chances and opportunities of our learners – a golden thread that runs throughout our board.

Given the varied, yet specialist nature of our provision, we would welcome applications from individuals with experience gained from a range of appropriate professional backgrounds.

These include SEND, safeguarding, teaching, auditing and legal occupations. This expertise could have been gained through professional roles linked to social care for young people, residential provision, legal frameworks and related sector policy development.

We are also seeking to increase the diversity on our board to better reflect our student cohort and the wider community in Coventry and Warwickshire. Applications from community leaders, particularly from diverse backgrounds, would be well received.

Candidates do not necessarily need to have boardroom experience as we will support them with a full induction process. In terms of time commitments for board members, there is a need to dedicate not more than six hours per month to the role on average.

Paul Cook MBE, Principal & CEO of Hereward College, said: “We have a really special atmosphere across the organisation. New staff, new governors and all of our visitors to the college tell me how struck they are by the atmosphere and the way this place makes them feel.”



“What’s special about Hereward? It’s the uniqueness and the learners that we attract. Being able to observe their development and their individual journeys. You won’t see that journey anywhere else.”

Natalie Williams, current governor



Want to find out more?

This is a voluntary role which offers you a highly rewarding opportunity to broaden your portfolio of experience.

We will provide you with ongoing training and professional development and will support you to take on further roles within the board, such as sub-committee chair or vice chair, as you develop in the governor role.

You will be part of a forward-thinking organisation and you will gain experience working alongside our senior leadership team and board members from a wide variety of backgrounds.

“We are a solid community here. In joining Hereward, you will get a real personal experience of making a big difference.”

Simon Crick,
current governor

For an informal discussion please contact Director of Governance Verna Mills at verna.mills@hereward.ac.uk or call **024 7642 6133**.

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