

ROLE DESCRIPTION AND CRITERIA FOR APPOINTMENT – EXTERNAL GOVERNOR

PURPOSE OF THE ROLE

1. As a member of the Governing Body of Morley College London (the 'Governing Body'), to play a full part in College governance, including:
 - setting the strategic direction of the College, evaluating progress and making adjustments as required;
 - assigning roles and responsibilities;
 - establishing and modelling the College's values and ethos;
 - ensuring that appropriate systems are in place to achieve the College's strategic aims and manage the risks;
 - developing leadership; and
 - ensuring that the College fulfills its charitable objectives and that it and its staff meet the expectations of those to whom we are accountable, including learners, employers, local communities and communities of practice.
2. On request, to provide independent but non-professional advice to the Principal and Senior Leadership Team on any issues affecting the governance or management of the College
3. To act as an ambassador for the College in the wider community

PRINCIPAL DUTIES

1. Preparing for, attending and participating in full meetings of the Governing Body ('board meetings'). There are currently four board meetings a year, each lasting between two and three hours, in addition to two half-day strategy development sessions.
2. Undertaking professional development as required. Training materials are provided regularly to enable governors to keep up to date with developments in the College and in the environment (including the regulatory environment) within which it operates, supplemented by occasional board development seminars in-centre or online. Governors also have access to training and other events run by the Association of Colleges (AoC) and the Education and Training Foundation (ETF). Induction training is provided for all new governors.
3. Participating in the Governor Engagement Programme, learning (usually in a small group) about the work of the College's teaching and professional services staff, and meeting relevant staff and students, to gain an understanding of how the College works and of the sort of issues that staff and students face from day to day. Governors provide feedback to the Board annually.
4. Attending at least some of the public and private events at which external stakeholders are present.
5. Serving on one or more of the College's standing committees, the majority of which meets up to four times a year. There are currently seven standing committees:
 - Audit;
 - Curriculum and Quality;
 - External Relations;
 - Finance, Resources and Sustainability;
 - Governance and Nomination;
 - People; and

- Remuneration.
6. We estimate that the time commitment required of each external Governor is a minimum of 10 to 15 hours a month. From time to time a Governor may also be asked to contribute their expertise to a ‘task-and-finish’ group established by the Governing Body or by College management or to serve in a non-executive capacity on a standing College committee. Governors may also be asked to participate in senior staff appointments or the letting of major contracts.

CRITERIA FOR APPOINTMENT

Essential criteria

1. Not disqualified from becoming a charity trustee or company director
2. Normally able to attend at least 80 per cent of board and committee meetings, to participate in other College events and to undertake professional development as required.
3. Passionate about education and the difference that it can make to individuals and communities
4. An effective communicator, able to support, encourage, challenge and persuade colleagues and stakeholders
5. Able to analyse and understand complex problems from a variety of different points of view
6. Comfortable with the routine use of ICT
7. Committed to Morley College London’s vision and values

Desirable criteria

1. Keenly interested in one or more of the College’s significant areas of activity
2. Familiar with one or more of the communities (local communities or communities of practice) that the College seeks to serve

OTHER INFORMATION

An appointment as a Governor of Morley College London is a public appointment. All Governors are required to abide by the Governing Body’s Code of Conduct, which is based on the seven principles of public life (the ‘Nolan’ principles): selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

All Governors, including Staff and Student Governors, work on a voluntary, unpaid basis. The College meets reasonable out-of-pocket expenses (such as travel expenses) incurred by Governors in the performance of their duties.

Each Governor is appointed for a term of up to four years (Student Governors – up to two years). In the case of an External Governor or a Staff Governor (but not a Student Governor), this term may be extended for a further period or periods by mutual agreement, subject to an overall limit of eight years’ service. This limit may be breached where an external Governor holds the office of Chair or Vice-Chair at the end of their eighth year of service and is invited to continue for up to four more years while that office is held.

When considering whether to appoint a new external Governor or to extend the appointment of an existing Governor, the Governing Body will have regard not only to the skills and knowledge of each individual candidate but also to the balance of skills and knowledge available to the Governing Body as a whole, including the extent to which the Governing Body has access to the views of different stakeholder groups.

Each Governor is required to make an annual declaration of eligibility and to declare any interests that might be seen as potentially influencing their behaviour as a Governor.

The performance and effectiveness of each Governor is assessed on an ongoing basis by the Chair of Governors (supported by the Director of Governance), who undertakes an individual development interview with each Governor as part of the Governing Body's cyclical programme of governance review.

(January 2024)