

# Recruitment Pack

Deputy Principal –  
EKC Sheppey  
College

Salary  
£59,985 (FTE) PA





“ Leaders and governors are passionate about tackling social inequality through education and training. They rightly pride themselves in offering a range of inclusive, accessible and challenging learning opportunities to the communities in East Kent. ”

*Ofsted April 2023*





# A welcome from our Chief Executive Officer



Welcome, and thank you for your interest in this role.

As an Ofsted Outstanding organisation, we've been on an incredible journey.

When I first joined the Group in 1998, we were a single-site College in Broadstairs. The past 27 years have seen us grow exponentially, and we now deliver a wealth of provision that stretches across all of East Kent's communities.

Our focus on delivering an exceptional learning experience for students meant that in April 2023, we achieved an Ofsted Outstanding grading, with every single strand of Ofsted's new framework also receiving

Outstanding. This achievement was unprecedented, with absolutely no other General Further Education college receiving this level of grading before we achieved it. And our aspirations for the Group, and by proxy the communities we serve, have not diminished.

We are now looking for an ambitious, highly skilled leader to join us and help drive our Group to the next level. That could be you.

These are exciting times for us. With areas of excellence in the Group and significant opportunities to improve, grow and diversify, we're excited about the future of skills development in East Kent, and the chance we have to truly systematically plan it. If you feel you could do that in this role, we want to hear from you.

**Lucy McLeod**  
Chief Executive Officer

“ We are delighted to be working with the outstanding team at East Kent Colleges Group in a partnership built on a shared ambition to build bridges between education and industry, and shared values around inclusion, diversity, quality and collaboration. ”

*Deborah Shaw*  
*Chief Executive of The Marlowe*





# About the EKC Group

EKC Group is the leading provider of technical and vocational education in Kent, giving opportunities to thousands of students every year. But we're more than just a technical education provider – we've become an education provider in our own right, delivering a wide offer from nursery age provision, through primary school via our sister Multi-Academy Trust, and pre-16 provision, right to higher education opportunities and continuing professional development for companies.

Delivering inspirational educational experiences across East Kent, our Group operates a family of six community-based Colleges alongside a Business Unit called EKC Training. Working to systematically plan the skills agenda across the whole of East Kent, the Group partners with businesses, community groups and local councils to positively develop the economic and social prosperity of the communities it serves.

## Our Group in numbers



**1,500**  
staff



**15,000**  
students



**£70m**  
turnover



**£52m**  
of capital  
investment  
in the past  
few years



**1,015**  
students with an  
Education and  
Health Care Plan

**91%**



of apprentices  
on standards  
or frameworks  
in 2022-2023  
gained sustained  
employment and/  
or promotion or  
continued with their  
apprenticeship.



**300+**  
students care  
experienced



**91%**

of staff say they are proud  
to work for the Group

**95%**

of staff say they  
understand their role and  
the contribution they're  
making to achieving the  
organisation's goals



**90.5%**

of adults  
in these  
centres  
achieved  
a positive  
destination  
in 2022-2023



## Our Culture

Our culture is one of collaboration and community. We're strong believers in putting our students and the communities we serve first, with our Colleges and Business Unit working in partnership to deliver the transformation their locality wants and needs. We do this through being entrepreneurial, developing relationships with stakeholders, employers and anyone else who can help us augment positive change for East Kent.

As an organisation, we're also committed to our people. We want colleagues to be able to ensure their roles fit into their lives seamlessly, so we actively encourage and empower staff to adopt flexible working approaches. We're not an organisation of clock-watchers and know that empowering our people leads to better outcomes for everyone.

Another key part of our culture is our commitment to celebrating staff successes, cascading best practice and commending those who go above and beyond to deliver a great result for those we work with. We believe that if you do a great job, you should be rewarded for it. We're lucky to have colleagues who share these values, championing one another and promoting the fantastic work that regularly takes place across our Group.

Our Group is passionate about behaving responsibly towards the environment and we take our commitment to carbon neutrality seriously. Alongside a range of initiatives to cut down on our footprint, we're active in leading this agenda within the communities we serve, advocating on the climate emergency and promoting this work to our corporate partners. We care because there's only one planet and we have to focus our efforts on ensuring it's safeguarded for everyone's future. We have lived this agenda in our capital developments, and you can view a 'fabric first' approach to sustainability embedded into design at our recently opened Spring Lane campus.

We're proud that our staff body is representative of the communities we serve, and we've been champions of driving social action within them, helping to deliver positive changes across them. We are also fundamentally committed to equal opportunities for everyone within our communities and regularly celebrate the diversity of staff and students.

As proponents of the Disability Confident scheme, we guarantee to interview all disabled applicants who meet the minimum criteria for a vacancy and are proud to offer a working environment that gives opportunities to all.

As part of our core belief in ESG we also commit ourselves to empowering staff to take time out to deliver social actions that will make a positive impact on their community. This gives colleagues the opportunity to live our organisational values and do something wonderful for those around them through our 'My 10 Days' initiative.



“ The course is really enjoyable so far, my tutor is very good and has helped us all understand our work and supported us where needed. Our classrooms have great facilities, including specialised digital software that we use in lessons. We all get along really well as a group in lessons, and are able to complete work in a friendly environment. ”

*Scott Strange, Design, Surveying and Planning  
for Construction T Level student*





## Our Strategy

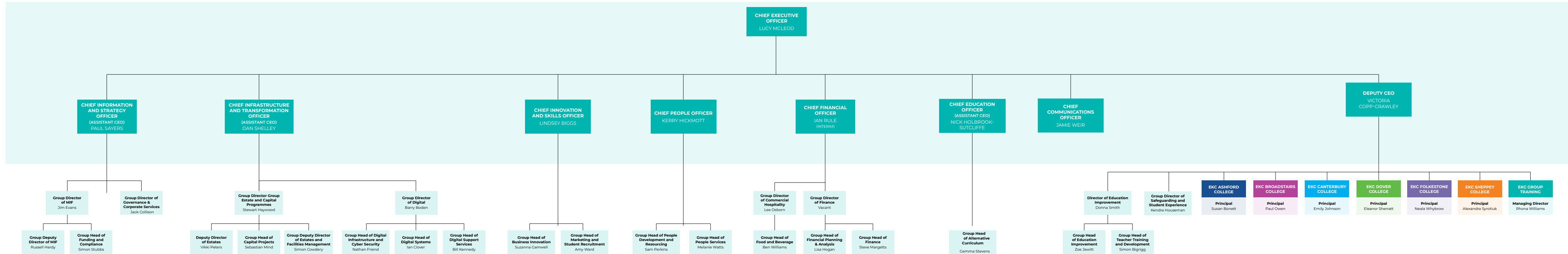
Our Strategic Plan was launched in 2020 and had been planned to run until 2024. During the pandemic we made the decision to extend the plan's timeframe by a further year as, due to the changed priorities that dealing with Covid-19 placed upon us, progress against certain objectives was slowed. The plan expresses our aims in five key strategic goals which you can see in the graphic.

- 1.** Create a revolutionary model of education, delivering a new range of nationally recognised education solutions for the benefit of East Kent and beyond.
- 2.** Deliver inspirational, inclusive and purposeful education that enables young people and adults to achieve their ambitions and meet the needs of East Kent.
- 3.** Successfully integrate Ashford College and Spring Lane into the EKC Group family, developing the provision to enable the Group to truly meet the needs of the whole of East Kent.
- 4.** Continue to invest in industry-standard facilities and first-class Group services that support our business units to deliver aspirational, relevant and high quality learning experiences.
- 5.** Ensure that EKC Group is an employer of choice and responds appropriately to the social, ethical and moral issues of its communities, supporting the development of well-rounded and responsible young people.

We are now finalising our next strategic plan, so you'll be joining the organisation at a key moment. Your work can feed directly into the implementation of the plan, helping to ensure that we are able to deliver against our core Group-wide Mission and Vision as we move towards 2030.



# Our Leadership Structure





## What we're looking for in applicants for this role

As a Group, we've always worked in a highly collaborative way, developing relationships with a wide range of organisations across the East Kent area. Ensuring that we continue to grow and develop these relationships is crucial to our continued growth.

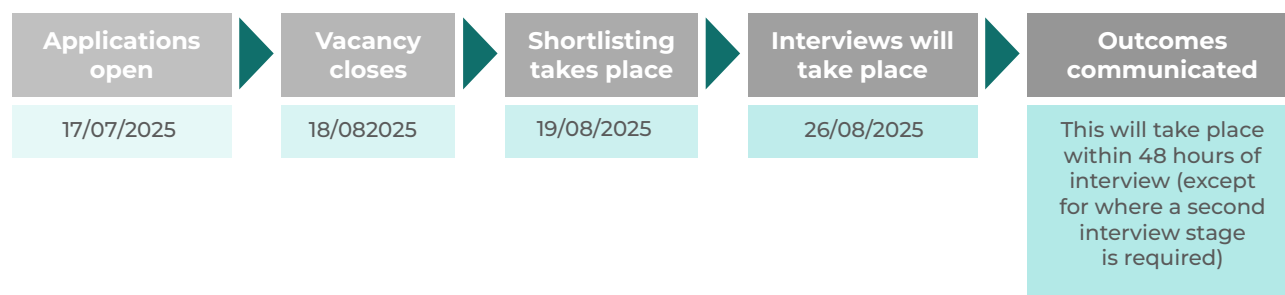
You'll need to be a superstar networker and communicator, with the ability to ensure that our Group remains the provider of choice for the area's businesses to fill their roles and upskill their staff. As a well-established Ofsted Outstanding organisation, we're already working in partnership with many employers, so you'll need to be entrepreneurial in finding new organisations to engage with to the benefit of the communities we serve.

We need you to use your expert knowledge to identify new opportunities to collaborate with businesses that will deliver outstanding learning opportunities for our students.

As one of the Group's leaders, you'll also need to constantly evaluate the work you do, developing a suite of reports that show clearly how you're delivering against the organisational strategic plan. We also need you to be comfortable with systems, so you should have a familiarity with CRM systems such as Microsoft's Dynamics and an awareness of how CRMs are used to best effect.

Take a look at the Job Description to find out exactly what the role will entail in detail.

## Your recruitment journey



Location:  
Sheppey



Salary Details:  
£59,985 (FTE)  
per annum



Annual Leave:  
38 days (FTE)  
per annum



# EKC

## East Kent Colleges Group

[www.ekcgroup.ac.uk](http://www.ekcgroup.ac.uk)

