



**LEEDS CITY  
COLLEGE**

# **Executive Principal Leeds City College**

**Candidate Brief**



Member of **luminate**  
EDUCATION GROUP





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## INTRODUCTION TO Luminate Education Group

### Thank you for your interest in becoming the next Executive Principal of Leeds City College.

As one of the largest further education (FE) providers in the UK, Leeds City College is on a mission to ensure we create learning environments where every student can reach their full potential.

Operating at multiple campuses spread across the city and wider area, Leeds City College is at the forefront of Leeds' educational and training needs – and one of the largest single providers of T Levels in the country.

This is an exciting time to be joining the college as it is expanding on multiple fronts, including the recent opening of our second sixth form college, at Pudsey. The college is committed to enabling each of its campuses and departments to deliver outstanding opportunities for students and apprentices while working closely with employers, to ensure its learners leave with the skills required to meet local, and national, demand.

Leeds City College is the largest member of Luminate Education Group – one of the most prominent providers of education in the region. Luminate's unique strength, summed up in the ethos of 'stronger together', is through our many different and specialised parts working together to deliver the quality further and higher education that our region, and its economy, needs.

Due to its scale and available resources, Leeds City College has the ability to support, innovate and influence where it is needed – our reach extends beyond Yorkshire to have an impact nationally.

For this role we are looking for a truly inspirational and future-focused leader, who can support the delivery of our next strategy and beyond and continue to build on the strong foundations (we recently received a 'Good' with 'Outstanding' features rating from Ofsted) that we have achieved to date. Ideally, we are looking for someone who has experience of further education.

You will have a reputation for successfully delivering positive change in the community and should also be able to evidence your ability to engage with, and influence, key stakeholders locally.

I look forward to receiving your application.

**Bill Jones**  
**Deputy CEO, Luminate Education Group**

**CLICK HERE** To learn more about the Executive Principal role, please watch our video from our Deputy CEO.





# Leeds City College

Leeds City College, a member of Luminate Education Group, is one of the largest and most diverse further education institutions in the UK, with more than 23,000 students and over 1,000 staff.

It is a leading regional provider of apprenticeships and technical education. The college offers a vibrant, inclusive and innovative learning environment where students are placed firmly at the heart of everything it does. Leeds City College is committed to widening participation, breaking down barriers, and ensuring every learner, regardless of background, has the opportunity to access a high-quality education that supports progression and success.

The college's curriculum is designed in close alignment with local and regional skills priorities to help retain and grow talent in the region. Strong partnerships with employers, chambers of commerce, trade unions, awarding bodies, local and combined authorities underpin our provision and ensure it remains relevant, responsive and impactful. The college has a well-established employer board to drive their involvement in curriculum design and delivery across all sectors. The college is a key anchor institution in Leeds and sees its role, in the spirit of civic leadership, as a contributor to wider objectives such as public health, transport and reducing carbon emissions.

Student and staff wellbeing are central to the college's culture, supported by a wide range of initiatives designed to promote health, resilience and belonging. In recognition of this inclusive ethos, in June 2023 Leeds City College was awarded College of Sanctuary status, becoming only the fourth college in the region to receive this honour for its work in creating a culture of welcome, safety and inclusion.



**CLICK HERE** for more information on our strategy, values and initiatives.

## Park Lane

With innovative science labs, a gym and independent learning zones, this is the main site for Leeds Sixth Form College and our 14+ Academies. We have just opened a brand new C Block in September 2025 to provide more industry leading learning space for our students.



## Quarry Hill

Reflecting the vibrancy of Leeds' Cultural Quarter through its innovative design, Quarry Hill prides itself on strong industry links and cutting-edge facilities including health science labs and a practical care suite, creative digital technologies, and industry-standard studios and theatres.



## Mabgate

This new purpose-built facility will provide the ideal space in which adults can learn skills, discover new hobbies and achieve their learning goals. The curriculum covers essential skills, professional qualifications, vocational and leisure courses – all delivered by expert tutors, in a supportive, encouraging environment.

## Printworks

Printworks houses 21st century facilities within its 19th century exterior, including a plane cabin, beauty salon, professional kitchens, digital labs, engineering and motor vehicle workshops, makeup studio and so much more.



## Pudsey Sixth Form College

A brand new purpose built campus which opened in September 2025 to provide additional sixth form places to Pudsey and the surrounding area. Delivering a core A Level curriculum and T Level options in state of the art facilities including a media suite and bespoke photography studio and dark room.



**OPENING  
2025/26**







## Luminate Education Group

Luminate Education Group is one of the largest education providers in the region made up of members both from further and higher education institutions.

### Our members include:

**Further Education** – Harrogate College, Keighley College and Leeds City College, which includes our specialist 14+ Academies.

Our three FE colleges respond to education and training demands from young people, adults and employers. We have a dedicated special educational needs and disabilities (SEND) provision that we will continue to focus on, alongside growing our T Levels, and apprenticeships offer.

**Sixth form provision** – Leeds and Pudsey Sixth Form colleges. Our expert teams are focused on delivering a range of quality A levels.

**Higher Education** – Leeds Conservatoire and University Centre Leeds.

We will continue to develop our higher education offering by using our agility and expertise to expand our members' courses and accessibility locally, nationally and internationally. Our close relationship with employers and sector specialists means that curricula can respond to change. University Centre Leeds, which has full degree awarding powers (DAPs),

continues to use its autonomy to develop courses that respond directly to the economic needs of the region. For the last six years, the National Student Survey (NSS) has ranked University Centre Leeds as achieving the highest overall student satisfaction level of all of the city's higher education providers.

Leeds Conservatoire is the largest multidisciplinary conservatoire in the UK. Since launching the first jazz degree in Europe, the conservatoire has been at the forefront of innovative and ambitious music and performing arts education. Accessibility, equality, diversity and inclusion are at the heart of what it does. With partnership working and a responsive approach to curriculum, graduates go on to world-class careers in the industry.

All of Luminate's members share values around aspiration and inclusion and are committed to improving life chances, the prosperity of our region and our communities, stimulating inclusive growth and driving social mobility. Meeting local, regional and national skills needs is at the core of what our members deliver, with a clear focus on student and apprentice destinations.

The group is at the forefront of the skills agenda and has played a leading role regionally and nationally in response to the Skills and Post-16 Education Act. We are at the heart of delivering the West Yorkshire Combined Authority's Strategic Economic Framework embodied within the West Yorkshire Plan, the Leeds Inclusive Growth Plan 2023–30, the Bradford District Plan 2021–25 and York and North Yorkshire's Skills Strategy 2021–26.

We are extremely proud that we were recently rated overall 'Good' with 'Outstanding' features in Adult Learning Programmes and Personal Development in our Ofsted inspection in February this year.

### Ofsted reported that:

*'Leaders have a clear and ambitious vision for providing high-quality, inclusive education and training for all learners and apprentices. Throughout the group, staff have strong shared values, which are aligned carefully to ensure that every learner has a place, no matter what their starting points are.'*

**CLICK HERE**  
For full details of  
the report.





# Mission and Values

Leeds City College aims to provide the best possible experience, so that every student is able to develop and progress in their chosen course of study.

It is committed to developing courses that match local and regional skills needs, so that students are well-equipped for their future careers. From full-time and part-time courses to apprenticeships, the college covers almost all subject areas.

Leeds City College works with some of the best employers and organisations in the region, many of whom are helping to design and deliver its courses, and provide work placement and apprenticeship opportunities that give students real world experiences.

## Mission

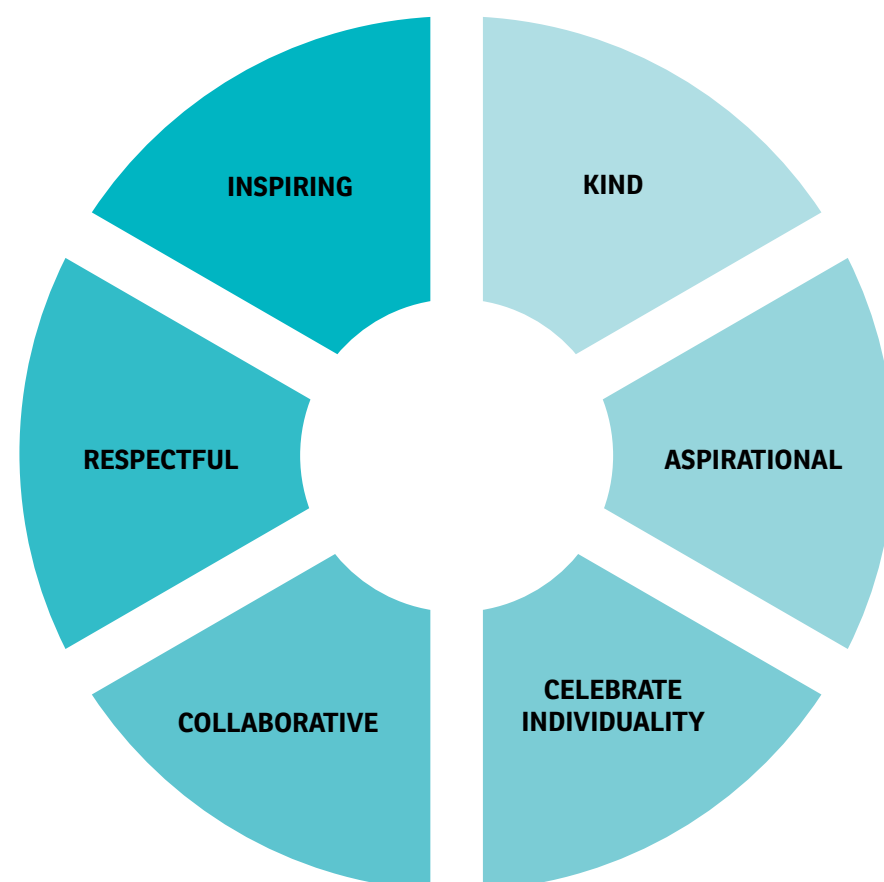
Leeds City College's mission is to create learning environments where every student can achieve their full potential.

It continues to develop a market-led and high quality curriculum that focuses on key industry needs. Employability, enterprise and enjoyment are central to all it does. Making the communities of Leeds more prosperous and cohesive is its relentless focus.

## Values

These values are underpinned by the following approaches:

- + High expectations
- + Trauma-informed practice
- + Restorative practice
- + Inclusive learning
- + Commitment to excellence





# Our Commitment to Equality, Diversity and Inclusion

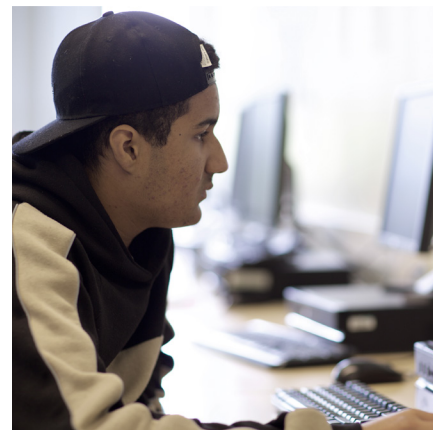
At Luminate, Equality, Diversity and Inclusion (EDI) is more than a policy or statement on our website.

We believe that the principles of EDI are what makes us stronger. We know that when people feel valued, respected and able to be themselves, they thrive and that's why we are working hard to ensure that EDI is embedded in everything we do, and it's why we're committed to creating an environment where everyone, regardless of their background, identity or experience, has the opportunity to succeed.

We don't just challenge discrimination, we're actively building a culture where belonging is at the core. This means celebrating diversity in all its forms, amplifying under-represented voices and ensuring that fairness and equity guide our decisions at every level. We are committed to improving accessibility, championing disability and neurodiversity, and we're working towards real, tangible progress in race equality and social mobility.

Recruitment is a key part of this commitment. We design our hiring processes to attract, support and retain talent from all backgrounds, ensuring that opportunities are open to everyone. Our workforce reflects the richness of the communities we serve because we know that diverse perspectives drive innovation, creativity and meaningful change.

By joining us, you'll be part of an organisation that isn't just talking about equality, diversity and inclusion, we're living it. We're not perfect, and we know we still have some work to do, but we believe that progress happens when we listen, learn and act together.





# Job Description

## ROLE SUMMARY

As part of the Luminate’s Executive Leadership Team, the Executive Principal Leeds City College will have overarching responsibility for the strategic leadership of the college, its performance and continuous improvement.

The role will lead on stakeholder engagement for the city of Leeds and will represent Leeds City College on all relevant forums.

The postholder will ensure the delivery of outstanding education, training and learner outcomes across all provision types and levels while contributing to the wider strategic direction of the group.

They will work collaboratively with other senior leaders to align Leeds City College’s vision, culture and operations with the city and the region’s ambitions and growth plans, as well as group objectives.

## CORE RESPONSIBILITIES

1. Engage internal and external stakeholders in Leeds and the region to develop and implement a strategic vision for Leeds City College.

2. Act as the public face for Leeds City College with key stakeholders including mayoral combined authorities, local authorities, employers, sector bodies, employer representative organisations, community groups and regulatory agencies.

3. Inspire and empower the Leeds City College campus principals and other senior leaders so individual and team performance excels and leads to outstanding outcomes for students and apprentices.
4. Oversee the design and delivery of a high quality, inclusive curriculum that meets national and regional skills needs.

5. Drive exceptional teaching, learning and assessment.

6. Foster a culture of engagement, accountability, inclusivity, wellbeing and excellence at all levels.

7. Support campus principals to lead effective and efficient operations and, through the business planning and performance review process, drive growth and improved outcomes in line with stretching targets.
8. Monitor and manage key performance indicators, including student recruitment, retention, achievement, progression, and financial targets.

9. Develop strategic partnerships to support curriculum innovation, employer engagement and regional skills development.

10. Seek to create frameworks that enable employers to contribute to the design and delivery of the curriculum.

11. Embody the Leeds City College and group values and Executive Leadership Team core responsibilities.

# Person Specification

## Essential experience, skills, qualities and competencies:

- + Educated to degree level, including a PGCE or similar teaching qualification, with a core understanding of effective teaching and learning strategies.

+ An experienced people manager with the capacity to innovate and drive commercial thought across a diverse organisation.

+ A values driven and inspirational leader, able to motivate others to deliver exceptional results in a collaborative, people centric context.

+ A successful track record of personally leading and managing significant change in a complex organisation.

+ Evidence of influencing boards and senior management in a change orientated environment.

+ Experience of successfully partnering with a range of key stakeholders from employer partners, funding bodies, local authorities and academic organisations.
- + Ability to make sense of complex issues, identify and solve problems. To be able to effectively evaluate challenging situations and to make well-judged decisions, and to see them through to completion.

+ A proven track record of successful outcomes from inspections and audits.

+ Strong collaborator and relationship builder who is a natural influencer and makes clear decisions based on data and sound commercial judgements.

+ Outstanding communication skills with the ability to influence and inspire at all levels.

+ Ability to create and appreciate new ideas and perspectives, see possibilities, and challenge established practices in constructive ways.

+ Ability to support and promote equality, diversity and inclusion in every day decision making.







## Terms

Remuneration:  
**Highly competitive.**

Annual Holidays:  
**44 days per annum, plus  
recognised public holidays.**

Pension Scheme:  
**West Yorkshire Pension Fund  
or Teachers Pension Scheme.**

Pre-Employment Checks:  
**All successful applicants will be  
required to complete mandatory  
pre-employment checks which  
include an enhanced DBS check,  
online check and must have  
two satisfactory references.**

## How to Apply

The recruitment process is being undertaken by Dodd Partners on behalf of Luminate Education Group. If you wish to apply for the vacancy of Executive Principal, Leeds City College please submit your application to **John Dodd** at [johndodd@doddpartners.com](mailto:johndodd@doddpartners.com) no later than 9am on Monday 20 October 2025 quoting reference number DP3143.

### You will need to include:

- + A covering letter highlighting your suitability and how you meet the essential criteria detailed within the Person Specification.
- + A comprehensive CV setting out your career history, with responsibilities and achievements.

All applicants are  
asked to complete the  
attached anonymous  
EDI questionnaire.

[CLICK HERE](#)



For an informal chat or introductory discussion about the role please call **John Dodd** directly on **07545 431848** or at [johndodd@doddpartners.com](mailto:johndodd@doddpartners.com).





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