**Martin Shelton**

I am a highly experienced and visual senior leader with a proven track record of both operational and strategic success. I was a senior leader within General Further Education for 15 years and a Principal in SEND education for 7 years during which time I developed 2 further campuses and led the college across 4 campuses in a wide geographical area. As the Director of Lifelong Learning and Employability I am currently responsible for the senior leadership within a learning disabilities Charity for their 4 specialist college campuses (amongst the top 5 largest specialist colleges in the country), 4 sites offering adult day services and the organisations entire employability offer.

I am proactive, the Regional Director of Natspec for the East Midlands and East, Governor of a SEN College in London and non-executive director of a social value employer. I am values driven and conscientious, with exceptional interpersonal skills. My strategic and operational skills have enabled me to drive initiatives relating to growth, curriculum development, quality improvement and partnership working with a range of stakeholders.

I have the skills, ability and experience to enhance quality, develop strategic partnerships, maximize income and growth and develop individuals and teams.

**Personal Profile**

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| --- | --- |
| **Name:**  | Martin Shelton  |
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| **LinkedIn**  | Professional Profile  |

**Top achievements in the last 5 years;**

* + Principal and Director of Lifelong Learning and Employability within a learning disabilities Charity.

**Impact-Experience in Strategic planning, operational re-organisation, self-assessment and quality improvement and external organisation relationship management. Senior leadership across multiple services at multiple organizational levels at multiple geographical locations.**

* + Ofsted Quality Nominee in three Inspections

**Impact-Grade2 at all three inspections with Outstanding features, including under the new EIF framework in 2019 and 2023.**

* + Growth- from the 18th to the 4th largest Specialist College in the country within 4 years.

**Impact- Grown the College from 2 campuses to 4 in the last 4 years. Planned, developed and delivered two new campuses. Developed relationships and support with 7 Local Authorities and successfully achieved an ESFA growth bid for additional funding in 2021.**

* + Outstanding financial management

**Impact-Moved the college from a £600,000 deficit in 2016 to a £150,000 surplus within 3 years.**

* + Strategic partnerships

**Impact- NATSPEC Director for the East Midlands and the East, Lincolnshire Schools Forum 16-19 providers representative, national award winner for Partnership Working in 2021. Non-executive Director at a large local social value employer. Developed college curriculum strategies aligned to student needs and aspirations**

* + Performance management

**Impact- Improved achievement rates to be in the top 5% of specialist colleges nationally. Restructured and re-organised the college based on growth and business need, established quality systems and processes to drive responsibility and accountability, led disciplinary, grievance, capability and redundancy processes.**

* + Additional funding

**Impact- Delivered projects following successful grant funding from; Heritage Lottery Fund (£2.5m), Forbes Trust (£75k), British Airways Carbon Fund (£25k), Karten Network (£70k) and Tolkien Trust (£100k)**

* + Executive input into Colleges’ and organisations strategic planning and operational development **Impact-Across organization planning and prioritisation, Key Performance Indicators, target and performance objective setting, digitalisation strategy including use of assistive technology and variety of project management initiatives.**

**Employment History**

**June 2021-Present Director of Lifelong Learning and Employability-Linkage Community Trust**

* + Senior leadership responsibility for 4 college campuses, 3 Day Services and Employment Services for adults and young people with learning difficulties and disabilities  Senior leader within the organizational Safeguarding team.
	+ Budget responsibility circa £5million
	+ Governance accountability to Full Board, Education Committee and Care Committees.
	+ Leadership responsibility for over 300 staff from senior to support levels
	+ Designated Safeguarding Lead for Education
	+ Oversee curriculum planning, self-assessment and quality improvement processes
	+ Lead the organisations work with external stakeholders including Department for Education, Public Health England, parents, employers, Local Authorities, sustainability organisations and multi-agency support services

**August 2016-June 2021 College Principal-Linkage Community Trust**

Responsibilities:

* + Leadership of senior managers and college management team
	+ Reporting progress, actions and areas for improvement to CEO and Board
	+ Lead whole college conferences and training events
	+ Develop opportunity and choice for learners and staff
	+ Identifying external impacts on operational needs
	+ Led the college’s response to Covid, including key links to external agencies ensuring Covid Secure status and exemplary infection control measures.

**March 2015 – February 2016 -** Vice Principal Learning, Standards and Outcomes **North Warwickshire and South Leicestershire College**

Responsibilities:

* + Executive college lead with full campus responsibility, including Duty Principal
	+ Instrumental formation & development of the College’s strategic plan and monitoring of compliance with the College’s annual planning cycle.
	+ Prepare and present reports to Corporation and subcommittees of the Governing Body.
	+ Lead on relationships with College stakeholders, Skills Funding Agency, EFA, NAS, DfE, Schools, Specialist Schools, Local Authority, Community groups, Local Enterprise Partnership’s, business partners and HEI’s.
	+ Lead the growth of the College’s Apprenticeship recruitment, monitoring and success of students and their employers and developed work based learning provision in a coherent and efficient manner with colleagues
	+ Growth and development of the curriculum offer, working alongside HR departments and key Learning and Development managers within both SME’s and large organisations.
	+ Quality assurance of the standard and timeliness of Induction, Learners’ reviews, monitoring quality and standards in a consistent supportive manner, driving continuous improvement
	+ Develop and enhance relationships with a wide variety of partners, including employers such as: Jungheinrich, Toyota, MIRA, Manufacturing Technology Centre, Toni & Guy and Triumph. Supporting their demand planning, timely achievement & progression opportunities of their apprentices

**Relevant Employment -** 2013-March 2015 **-** Vice Principal Curriculum and Quality **North Warwickshire and Hinckley College**

Responsibilities:

* + Leading the innovative development and implementation of excellence in learning, teaching and assessment.
	+ Overarching responsibility for the college's’ Success Rates in all areas and aspects of learning
	+ Curriculum planning and development encompassing all elements of the college’s provision.
	+ Quality Improvement and Assurance, including student retention, achievement and success rates.
	+ The whole college Self Assessment and internal quality inspection processes, ensuring rigor and accuracy.
	+ Improve the student experience through Curriculum development and design, leadership and management, English and maths strategy development and implementation and effective quality assurance systems and processes
	+ Drive a culture of high aspirations, expectations and continuous improvement through established models, for example, Project Based Learning and the college’s national reputation gained through its unique competition strategy.
	+ Leading the Learning, teaching and assessment and Quality elements of Ofsted Inspections and Survey visits and the internal College Quality team in driving improvements.

**Relevant Employment -** 2010-2013 **-** Assistant Principal Learning and Skills Development

**North Warwickshire and Hinckley College** Responsibilities:

**Relevant Employment** 2008-2010 **-** Director of Teaching and Learning

North Warwickshire and Hinckley College

**Relevant Employment** 2006-2008 **-** Director of Service Industries

North Warwickshire and Hinckley College

**Relevant Employment** 2002-2006Curriculum Area Manager-Hairdressing & Beauty Therapies

North Warwickshire and Hinckley College

**Relevant Employment** 2000-2002Senior Lecturer-Hairdressing & Beauty Therapy North Warwickshire and Hinckley College

**Relevant Employment** 1986-2000 **– Business Owner** - Chain of salons

# Education and Qualifications

* Chartered Management Institute Level 7 Executive Diploma in Strategic Leadership
* Chartered Management Institute Higher National Certificate in Business
* University Oxford Brooks - Level 5 Certificate in Education
* Level 3 Designated Safeguarding Lead
* A1 Assessment Qualification
* V1 Internal Verification
* Level 2 Numeracy and Literacy
* Level 4 Teacher Training Stage 1 and 2
* City and Guilds Advanced qualification in Ladies Hairdressing & Barbering
* NOCN Initial, Advice and Guidance Qualification
* Certificate of Apprenticeship

# Most Recent Professional Development Courses and Training

Century 21 Leadership Training

Prevent

Safeguarding

Cyber Security

First Aid

Safer Recruitment

Health and Safety

Infection Control