FE HR HUB

Founder Member Prospectus

CONNECT SHARE GROW TOGETHER

Strengthening people leadership through connection, resilience and community.

Founder Membership at a Glance

A year-round membership for colleges committed to strengthening HR capability, people leadership and organisational resilience

Who it's for: FE colleges that want to invest in the capability, confidence and resilience of their HR and People teams – while creating opportunities for wider leaders to learn, connect and strengthen people leadership across the organisation.

Connect



Six FE HR Breakfast Club sessions each year

Unlimited attendance for your HR and People team, with relevant sessions open to senior leaders and colleagues from across your college.

Share



Year-round insight, resources and peer learning

Access to our library of Breakfast Club recordings and resources, practical tools, sector insight and a trusted community of FE HR and People professionals.

Grow



Develop capability and access specialist support

Support the ongoing development of your HR and People team through discounted development programmes, coaching and behavioural profiling, with opportunities to influence future learning and member support.

Together



Help shape what comes next

Founder Members influence future themes, resources, partnerships and services – helping us build practical solutions around the challenges facing FE.

Plus: Access to our growing practical member benefits

- ✓ 10% off People Insight surveys and 360° feedback
- ✓ Access to the FE Leadership 360 framework
- ✓ 20% off onlyFE annual recruitment subscriptions
- ✓ 20% off standard college advertising rates on the FE HR Jobs Board
- ✓ Access to interim and specialist FE HR capability
- ✓ Preferential member pricing on future FE HR Hub services

£1,500 + VAT per college, per year.

Price guaranteed for your first three years | Annual renewal | No three-year commitment.

Founder Member applications close 31st December 2026.

The Challenge

HR teams in FE are stretched. You're managing rapid change, competing priorities, and limited resources. Your people leaders are often promoted into management without formal development, while recruiting, retaining and developing talented HR professionals is becoming increasingly challenging.

But here's what we hear most often: HR Directors and Heads of People can feel isolated. Many are experiencing sustained pressure and increasing demands, with little opportunity to step back, reflect or learn alongside peers. Budget constraints mean development for HR teams is often deprioritised, while wider leaders across the college may also lack access to sector specific opportunities to strengthen their people leadership capability.

Yet strong people leadership is critical to organisational success. HR cannot do this alone. Building healthy cultures, leading change, developing managers and retaining talent require shared leadership across the organisation.

FE needs more than another professional network. It needs a trusted community designed specifically for the people who support everyone else – while creating opportunities for wider leaders to connect, learn and strengthen the people agenda together.

The FE HR Hub Difference

For four years, we've been bringing together HR leaders, People professionals and senior colleagues from across Further Education to create that space.

It's much more than a networking event. It's a community built on resilience, coaching, and genuine peer support. Colleges attend because they know they'll connect with people facing identical pressures and they'll leave feeling less alone.

Now we're formalising that into a membership model - and we're inviting a small group of Founder Member colleges to shape its future.

CONNECT SHARE GROW TOGETHER

Your Founder Member Journey

What Our Community Says

A trusted community. Practical learning. Stronger people leadership.

"The FE HR Breakfast Club is great!
The events focus on relevant topics and show case best practice across FE. I've worked in HR for over 13 years, by attending the Breakfast Club, I either learn something new, have my knowledge reaffirmed or I get reassurance that others are experiencing similar issues and it creates the space to discuss and explore our different approaches and solutions with fellow peers."

Mary Morris, HR Manager, Addysg Oedolion Cymru | Adult Learning Wales

"When a new group is set up, the key questions are whether it will provide the right level of information, and be pitched to the right audience, but in the FEHR Breakfast Club, they have absolutely hit those key requirements. Having the opportunity to discuss as a group the key issues facing is in our field, to hear knowledgeable speakers on those issues and then to come away with a clear plan (and a handy set of slides!) is invaluable. It has also been useful for the next generation of HR in my team and their learning."

Catherine Luff, Director of HR, Bridgend College

"I wish I'd done this years ago. I think I would have managed to get the best out of my team much more quickly by understanding their workplace and leadership styles and the clear insights that gives."

Carole Kitching, Chair and Former Principal

5 years of community | 46 Events | Connecting Colleges across the UK

CONNECT

You're joining more than a network - you're becoming part of a community.

Founder Membership is rooted in the HR and People community, but many of the topics we explore have relevance across the wider college. Leadership, organisational culture, workforce planning, AI, wellbeing and change are shared organisational priorities, which is why colleagues from across the college are welcome to join the Breakfast Club sessions whenever the theme aligns with their role or strategic priorities.



The FE HR Hub is built on the belief that the best ideas rarely emerge in isolation. Connecting with trusted peers helps HR professionals build confidence, reduce isolation and navigate complex challenges with colleagues who genuinely understand the FE landscape. Because the people who support everyone else deserve a community that supports them too.

Founder Membership connects your HR and People team with a trusted community of peers from across the FE sector, creating opportunities to share ideas, explore challenges, learn from one another and build lasting professional relationships through:

- Unlimited attendance at six Breakfast Club sessions each year (two per term) with relevant sessions open to colleagues from across your college.
- Inclusive access for colleagues across your HR and People team together with senior leaders and colleagues from other functions where topics align with their role or strategic priorities.
- A safe and supportive peer community where HR professionals can speak openly, test ideas and explore challenges in confidence and strengthen their resilience alongside colleagues who understand the pressures of the role.
- Shared learning across HR and the wider leadership community, strengthening organisational capability and creating greater alignment around people, leadership and culture.
- Opportunities to build trusted relationships that continue beyond Breakfast Club sessions, creating a network of colleagues you can call on throughout the year.
- Connections with colleagues across all four UK nations and an expanding network of strategic partners.

SHARE

Learn from others. Contribute to the conversation



Founder Membership gives your team access to shared learning, practical insight and sector expertise through:

- Slide decks and recordings from every Breakfast Club session
- Full access to our four-year Breakfast Club resource library
- Practical tools and ideas developed for real FE HR challenges
- Coaching and reflective practice embedded within Breakfast Club discussions
- Opportunities to share ideas, approaches and emerging practice with trusted peers
- Access to carefully selected strategic partnerships that bring additional expertise, resources and member benefits to support your HR team's development and your college's people strategy.

GROW



Develop your people. Shape the future.

Founder Membership supports the ongoing development of your HR team while giving your college the opportunity to help shape the future direction of the FE HR Hub.

As a Founder Member, your college will benefit from:

- Discounted HR training and development programmes
- Discounted coaching rates for HR professionals transitioning into senior or executive leadership roles
- Introductory DiSC workplace and Work of Leaders profiles during Year One
- Invitations to Founder Member focus groups accessing opportunities to influence future Breakfast Club themes, partnerships, resources and member benefits
- Early access and preferential member pricing on new FE HR Hub services, including the forthcoming FE HR Jobs Board. Founder Members will receive a 20% discount on standard college advertising rates, supporting colleges to attract and retain talented HR and People professionals.

TOGETHER

Building something stronger for the FE community

Founder Membership isn't simply about what your college receives. It's about what we create together.



Together, we're building more than a membership community. We're creating a trusted home for HR and People professionals across Further Education – one that strengthens HR capability, supports wider people leadership, encourages collaboration and helps colleges respond more confidently to the challenges ahead.

By sharing experience, developing capability and shaping new initiatives together, Founder Members will help build a stronger, more connected FE community for the future – one that enables colleges to learn from one another and creates lasting value for staff, leaders and learners.



Why Now?



The demands placed on FE HR teams have never been greater.

Colleges are navigating significant organisational change, evolving employment legislation, increasing employee relations complexity, recruitment and retention challenges, and growing expectations around leadership, wellbeing and culture. At the same time, budgets remain constrained and opportunities for HR professionals to access sector-specific development and support are often limited.

Yet the effectiveness of an organisation's people strategy depends heavily on the capability, resilience and confidence of its HR team. Investing in HR leadership isn't simply about professional development; it's about creating the conditions for sustainable organisational performance, stronger employee engagement, improved retention and better outcomes for staff and learners alike.

FE HR Hub has reached a pivotal stage in its development. What began as a trusted community of HR professionals sharing ideas, experiences and support is now evolving into a sustainable membership community, providing year-round value through community, professional development, strategic partnerships and practical sector support tailored specifically to Further Education.

As part of that evolution, we've recently secured our first strategic partnerships and are continuing to invest in new services and initiatives – including the forthcoming FE HR Jobs Board – to strengthen the support available to our members.

Founder Members won't simply benefit from what the FE HR Hub offers today – they'll help shape what it becomes tomorrow. From the content we develop and the strategic partnerships we build, to the resources, events and support we create, Founder Members will help shape a community designed by the FE sector, for the FE sector.

As part of our launch phase, Founder Members will be recognised as the colleges that helped establish the FE HR Hub membership community and shape its early development.

By joining now, your college is not simply purchasing membership. You are helping to build a sustainable network that strengthens HR leadership, supports professional wellbeing, develops future talent and creates practical solutions to the challenges facing our sector.

Strategic Partnerships

To ensure members have access to the very best expertise available, the FE HR Hub is developing a carefully selected network of strategic partners that bring practical value, specialist knowledge and preferential member benefits.



PeopleInsight

Helping colleges listen better, lead better and create workplaces where people thrive.

People Insight is the UK's leading provider of employee surveys in higher education, working with more than 80 universities including two-thirds of the Russell Group. They are one of the UK's leading employee-listening and 360° feedback specialists, supporting organisations to turn employee insight into meaningful action. Through our strategic partnership, members benefit from preferential pricing and access to specialist expertise, enabling colleges to make better decisions through evidence-based insight.

Members benefit from

- 10% discount on surveys and 360° feedback
- Access to the FE Leadership 360 framework
- Expert consultancy and sector insight
- Helping colleges make better people decisions through evidence, not assumption.

onlyFE

Since 2013, onlyFE has been on a mission to support "the forgotten sector" and provide an alternative cost-effective solution to hiring for the FE & Skills sector. Supporting colleges, sixth forms and training providers across the country they are committed to contributing positively without draining resources away from where they're needed most.

Members benefit from

- 20% discount on annual recruitment subscriptions
- Applies to new and existing onlyFE customers joining via the FE HR Hub
- Helps reduce recruitment costs while strengthening attraction strategies

A number of additional strategic partnerships are currently being developed to further enhance Member value.

Practical Solutions for Building Capability

The FE HR Hub is continuing to develop practical, sector-specific solutions that help colleges build and sustain strong People functions.

Helping colleges reach the right HR and People talent

FE HR Jobs is the FE HR Hub's dedicated jobs platform, created to help colleges connect their HR and People vacancies with a highly relevant, sector-focused audience.

Born from the FE HR Hub community, it brings together our understanding of Further Education, our established HR network and our growing digital reach to provide a more targeted way for colleges to promote HR and People opportunities.

Corporate Members receive 20% off standard college job listings, helping reduce recruitment costs whilst extending the reach of vacancies through the FE HR Hub and FE HR Jobs networks.

As the service develops, our ambition is to support the sector more broadly in **attracting, developing and retaining HR and People talent**, strengthening the pipeline of capability that colleges need for the future.

Interim and specialist HR capability

Access to a trusted network of experienced FE HR professionals who can provide additional capacity and expertise when colleges need it—whether during leadership transition, transformation, periods of exceptional workload or for specialist projects.

Our aim is simple: to help colleges attract, develop, access and retain the HR capability they need to thrive.

Who This Is For

Founder Membership is for colleges that believe strong organisations are built on strong people leadership – and that supporting the people who support everyone else is a strategic investment, not a discretionary cost.

It's for colleges that want to:

- Invest in the capability, confidence and resilience of their HR and People professionals
- Recognise that strong people leadership is a shared organisational responsibility, and value opportunities for leaders beyond HR to engage in relevant learning and sector conversations.
- Support HR teams to move beyond operational firefighting towards more strategic partnering
- Learn alongside trusted peers facing similar organisational challenges
- Share ideas, experiences and practical solutions that strengthen the wider FE sector
- Contribute to the future direction of the FE HR Hub and help shape new initiatives, partnerships and resources
- Build healthy, high-trust organisational cultures where people can thrive

Whether your HR team consists of two people or twenty-two Founder Membership is designed for colleges that believe collaboration, continual learning and strong people leadership are essential to the future of Further Education.

Membership Investment

Founder Membership Investment

£1,500 + VAT per college, per year

As a Founder Member, your annual membership fee will be guaranteed at £1,500 + VAT for your first three years of membership, providing price certainty as the FE HR Hub continues to grow.

Membership is renewed annually. There is no requirement to commit to a three-year membership. The Founder Member guarantee simply means your annual subscription will not increase during your first three years of membership.

If it helps, we're happy to discuss invoicing arrangements that align with your budget planning, including invoicing before the end of the current financial or academic year where appropriate.

Next Steps

We are inviting a small number of colleges to join us as Founder Members during our launch phase.

We'd be delighted to welcome your college as one of our Founder Members and recognise its contribution to establishing the FE HR Hub community from the very beginning.

Founder Member applications close on 31st December 2026.

Ready to Join?

If you're ready to become a Founder Member, simply email nicola.perkins@fehrhub.org to confirm your interest. We'll then arrange a membership, invoicing and onboarding at a pace that works for your college.

Not quite ready?

Every college is different, and so are the opportunities and challenges facing its HR team. I'd love the opportunity to learn more about yours.

If you'd like to explore whether Founder Membership is the right fit for your college, I'd be delighted to arrange an informal Virtual Coffee. You're welcome to join me on your own, or invite your Chief Executive, Principal or another member of your executive team if a broader strategic conversation would be helpful.



Whether you're ready to join us now or simply want to find out more, I'd love to hear from you.

Nicola Perkins FCIPD
Founder, FE HR Hub

nicola.perkins@fehrhub.org

www.fehrhub.org

Book a Virtual Coffee with Nicola

https://calendly.com/nicola-perkins/coffee-on-the-balcony-founder-membership-conversation

I hope to welcome your college to the Founder Membership Group.