



Warrington Collegiate

Warrington Collegiate Winwick Road Campus Warrington WA2 8QA Telephone: 01925 494494 www.warrington.ac.uk

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To Whom It May Concern

I am writing a testimonial in support of Nick Buchanan who has recently left Warrington Collegiate after a long period as a lecturer in Creative and Performing Arts at the College. I have known Nick for 5 years (2002-2007) in my capacity as Principal of the College.

During my time at Warrington Collegiate I have found Nick to be a very thoughtful, intelligent employee who has involved himself in a number of areas of College activity which include:

- Lecturer in Graphic Design: Every student that Nick taught during his years at the College was successful in their progression.
- Advanced Practitioner: a role which involved Nick in leading quality improvement in teaching and learning. Nick was appointed to this role because of his own high standards in teaching and learning
- Change Team Member: Nick was a long standing member of a team in the College which was trying to lead change across the College. This involved in particular the development of College values as part of a consensus seeking exercise. Nick was particularly insightful in helping the team consider how best to manage change
- Staff Development Trainer: teaching and learning strategies and how to apply NLP techniques and tools was a particular strength of Nick's
- Company Plus Trainer: Nick also had a period of time seconded to our commercial training company where we were looking to optimise his commercial income earning potential
- Research work: Some of which won awards within the college e.g. "The Loss of the Individual in the world of the Corporate"

In addition to this range of roles Nick was also a lively member of staff and always keen to support social activities which the College arranged including being a member of a staff band which played at some of the social events.

In July 2007 the College offered voluntary redundancy opportunities to all staff across the College - this was to enable the College to reduce its staffing cost base and to avoid any compulsory redundancies in particular teams. While Nick was not due to be directly affected by any potential compulsory redundancies he decided that it was a good opportunity for him to explore new challenges and develop the range of talents he possesses. He discussed this with me openly and while I was sad to see him leave I understood perfectly his reasons for leaving.

Paul Hafren
Principal/Chief Executive