

REPORT OF COUNTY COUNCILLOR LIZ YATES**REPORT TITLE: RECRUITMENT AND RETENTION OF GOVERNORS FINAL
REPORT****Purpose of the Report**

1. To present the final report and recommendations of the review into the recruitment and retention of governors in Nottinghamshire undertaken by the Education Standing Committee.

Information

2. The Education Standing Committee undertakes reviews on issues that are of concern to Members. Each review reports its findings and can make recommendations for improvement.
3. A Review Group comprising Members of the Education Standing Committee recently completed a review which examined the issues associated with the recruitment and retention of governors.
4. The recommendations developed by the Review Group during the course of this scrutiny review are set out below and the final report is attached as an appendix.
 - Governing Body Services to ensure that the materials it provides for schools and to the public are accessible and clear. This will include reviewing information about how to apply to become a governor, model application forms which can be used by schools, and the documentation used by the County Council regarding the application process for Local Authority Governors.
 - Re-design the exit questionnaire to allow governors to record further reasons for leaving and ensure it is routinely sent to all governors on resignation. A follow-up telephone/ face-to-face interview with a sample of leavers to be undertaken.

- Improve data collection to provide more accurate reports eg: regarding numbers of governors from minority groups. Take measures to encourage existing governors to complete disability and ethnicity data monitoring forms.
- The existing parent governor 'Election Pack' be revisited and refreshed as a general recruitment and retention information pack with exemplar letters, bright ideas and tips on good recruitment and retention practices and some frequently asked questions.
- Governing Body Services to reduce unnecessary bureaucracy, and lead by example.
- Through training opportunities and briefings, encourage Head Teachers to promote and develop the role of governors in the life of the school.
- Provide further advice to promote the involvement of young people in the recruitment of governors.
- Make further use of the successful clerking service to welcome new governors and thank existing governors for their service.
- Consider an annual governor recruitment campaign linked to 'One Council' events
- Creative use of the County Council website and social networking sites.
- A celebration 'Recruitment and Retention' edition of the Nottinghamshire Governor available electronically with interviews with both new and experienced governors.
- Consider any amendments to the LA governor appointment procedure which may be required in response to the Education Act 2011, and which enable governing bodies to set criteria for LA governors.
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Options

5. None. Standing Committees are required to pass recommendations to Cabinet for consideration.

Reason/s for Recommendation/s

6. The final report and recommendations are passed to Cabinet in order to allow the appropriate Portfolio Holder(s) to provide a response to the standing committee within two months.

7. This report has been compiled after consideration of implications in respect of finance, equal opportunities, human resources, crime and disorder, human rights, the safeguarding of children, sustainability and the environment and those using the service and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Recommendation

8. That Cabinet is asked to consider the report and recommendations of the Recruitment and Retention of Governors Review - which are set out in Appendix 1 to this report - and that an appropriate Cabinet Member provides a response to the Successor Committee within two months.

**Councillor Liz Yates,
Chair of Education Standing Committee**

For any enquiries about this report please contact:

Gill Thackerey, Group Manager, Business Development and Support
Martin Gately, Scrutiny Co-ordinator

Constitutional Comments (KK 03/04/12)

The Cabinet is authorised to receive reports scrutinising the exercise of County Council functions from the Overview and Standing Committees. The proposal in this report is therefore within the remit of Cabinet."

Financial Comments (NR 02/04/12)

Nil.

Background Papers

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

Electoral Division(s) and Member(s) Affected

All.