

Purpose

1. To provide an overview of
 - election and appointment of procedures for different categories of governors
 - turnover of governors
 - the role of the One Stop Shop for Schools Governors (SGOSS)
 - Role of and Nottinghamshire Governor Services
 - Examples of how different schools undertake governor recruitment.

Information

2. Electing and Appointing Governors

Governors are either elected or appointed to the governing body. The main types of governing positions are parent, staff, local authority, community foundation and partnership, and sponsor governors.

3. Parent and staff governors are elected and the election procedure is undertaken by schools. Support is provided to all maintained schools by Nottinghamshire Governor Services (NGS) through a parent/staff governor election pack including all necessary documents and good practice advice.
4. Local Authority Governors (LA) are appointed by local authorities using their own procedures and criteria. The County Council has delegated the appointment of LA governors to the Cabinet Member for Children's Services. Historically, Nottinghamshire County Council has appointed LA governors on the basis that where there are more than two LA governor places, one place is offered to opposition parties with the majority party filling all other places. The majority

party fills both places where there are only two LA governor places. If a place has been vacant for twelve weeks or more non-political nominations can be considered.

5. Community governors are appointed by the governing body itself. They may be people who live or work in the community served by the school but this is not a requirement.
6. For schools with a founding body, charitable foundation or equivalent Foundation and partnership governors are appointed by the schools founding body.
7. A school can appoint Sponsor governors. This will be someone who gives substantial assistance to the school, financially or in kind, or who provides services to the school.
8. The governing body can appoint associate members to serve one or more governing body committees and attend the full governing body meetings for up to 4 years. The definition of associate member is wide and pupils, school staff and people who want to contribute specifically on issues related to their area of experience can be appointed as an associate member. Associate Members are not governors.

9. Turnover of Governors in Nottinghamshire

Vacancies in all categories of governor are monitored every twelve weeks by NGS and are reported to the Cabinet Member for Children's Services in the course of the year. A table of statistics for the period March 2010 to March 2011 is attached. Any category where there is a vacancy rate of 20% or more over a six month period is subject to a specific targeted recruitment initiative. LA governor vacancies are published to all governors in the Nottinghamshire Governor including regular monitoring reports.

The vacancies of individual schools are monitored each term via governing body clerks.

Governors who leave are asked to complete an exit questionnaire. This enables NGS to understand their reasons for leaving and what aspects of governance they found most challenging.

The Governor Recruitment and Retention Working Group was re-established in June 2011 because the NGS recognised the need to provide more support for governor recruitment.

10. The Role of Nottinghamshire Governor Services

Nottinghamshire Governor Services (NGS) provide four sold services to schools - an advice and information service, clerking service, governor training and development service and headship appointment service. As part of the advice and information service

governing bodies are provided with materials to support good school based recruitment practices. The service will also provide face to face advice to schools and help facilitate school based recruitment events and activities.

11. On behalf of the County Council NGS promotes Local Authority governor vacancies via the Nottinghamshire Governor newsletter, to political representatives and local recruitment campaigns. NGS provide advice to elected members on the operation of their procedures for appointing and removing LA Governors and deals with all administration required before, during and after appointments are made.
12. NGS undertake regular local recruitment campaigns to promote the role through local advertising and the Nottinghamshire Governor newsletter, Nottinghamshire Communications team and partners such as the School Governors' One Stop Shop.

13. **How different types of schools recruit governors**

Schools are encouraged to undertake their own recruitment activities. Advice and information on good practice are provided through NGSs advice and information service and good practice examples regularly shared with schools via the Nottinghamshire Governor. These include the following: -

- **Primary school, Gedling**

The school invited parents and members of the local community to an evening cheese and wine presentation on the role of a school governor. Governor services recruitment officer was invited to facilitate the event. An encouraging number of people attended and seven governors were successfully recruited. The new governors were able to train together in order to understand the national induction training and were successfully integrated into the established governing body. The school put posters in local shop windows to raise awareness of governor vacancies.

- **Primary school, Ashfield**

The governing body holds a regular weekly coffee morning for parents. Governor services recruitment officer invited to a coffee morning to chat informally to parents about becoming parent governors. Existing governors were also present. Two parents successfully recruited. One became a community governor at the end of her term as a parent and became vice chair of governors for a period of time.

- **Radio Appeal**

Governor services recruitment officer invited to attend a Radio Ashfield show along with local chair of governors. They answered questions on the role of governors and how they were recruited.

- **Poster competition**

Schools were invited to involve pupils with a poster competition to support governor recruitment. A significant number of schools joined the competition and many wonderful posters were received. The winning poster was used as the front cover for the governor services prospectus and it is anticipated that others will be used in a recruitment leaflet.

14. **Guest Speaker - Chris Parker , Area Manager, for School Governors One Stop**

For many years Nottinghamshire Governor Services has worked in partnership with The School Governors' One-Stop Shop (SGOSS) an independent charity dedicated to recruiting volunteers to serve on school governing bodies across England. SGOSS was launched in 1999 with the aim of encouraging people with transferable skills to volunteer as governors in schools facing the greatest challenges.

15. Since its launch, SGOSS has recruited and helped place more than 10,000 volunteers in schools across England. SGOSS works in partnership with Local Authorities, all sizes of employers across all sectors together with their representative groups, governor organisations, schools and volunteer bureaux. Its services are free to Local Authorities, schools, volunteers and employers.
16. SGOSS works with NGS on joint governor recruitment campaigns and Chris Parker, Area Manager, for SGOSS, is a member of the NGS Governor Recruitment and Retention Working Group. He has been invited to speak to the review group about how different authorities recruit governors and share his understanding of the national governor recruitment context.

17. Recommendations

It is recommended that the Education Standing Committee:

That the review group highlight any key actions emerging from the presentation and discussion.

Councillor Liz Yates
Chair of Education Standing Committee

Lead Officer: Gill Thackrey

Attachments:

- Definition of different categories of governors
- Statistics on Governor Vacancies in Nottinghamshire March 2010 to March 2011

Background papers (to be tabled):

- Guidance on conducting parent/staff governor elections
- Governor qualifications and disqualifications (schedule 6 of the Constitution Regulations)
- Nottinghamshire Local Authority Governor Nomination Form
- Draft Nottinghamshire Governor Recruitment leaflet