

Recruitment of new Foundation Governors

Chairs of Governors and Headteachers are encouraged to recruit new Foundation Governors who will best complement the needs of the Governing Body **following the annual skills audit and succession planning agenda item**. The Board of Education supports wide diversity within each Governing Body in order to reflect the society in which pupils will become adults.

Chairs of Governors and Headteachers may pass any recommendations on to the appointing PCC (for PCC-appointed foundation governors) or Manchester Diocesan Board of Education (for the DBE-appointed foundation governor) by asking new or continuing candidates to complete the relevant application form. Following timely consideration, the PCC or Board of Education will inform all parties of the outcome of the appointment process.

Organisations offering help in recruiting potential new Foundation Governors

Governors for Schools

<https://governorsforschools.org.uk/>

National Black Governor Network

<https://www.nbgn.co.uk/>

Other potential areas to advertise a Foundation Governor vacancy at your school

In order to increase the school's central focus on equality, diversity and inclusion, you might consider contacting a wide variety of local community groups and places of worship. Advertising locally in libraries and online could help. Think about changing your usual areas of search for new governors in order to create a difference. This will bring the governing body itself in line with your school's diversity policy.

Involve the whole governing body in discussions about recruitment and the need to reflect the community in which the pupils are living. Maybe consider the option of a remote governor. A person with skills needed by the governing body may be prepared to commit to attending the school for a whole day once each year, attending virtually at other times. Try advertising in:

- Local churches of all denominations
- Local companies and businesses

- Local newspapers
- Local social media groups
- LinkedIn – many people register here who may have skills needed by your governing body. You could create a volunteer vacancy.
- Local professional bodies eg accountancy associations
- Staff at other local schools and colleges wishing to gain experience

Retaining Foundation Governors

- Welcome is essential and is a huge part of the vision and values of church schools.
- Consider asking an existing governor to mentor any new governor.
- Invite governors to the school Christmas meal or school fairs and events.