

Recruitment of new Foundation Governors

Headteachers and Chairs of Governors 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.

Headteachers and Chairs of Governors may pass any recommendations on to the appointing PCC and Manchester Board of Education by asking new or continuing candidates to complete the Manchester Diocese 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

Inspiring Governance

<https://www.inspiringgovernance.org/recruiting-governors/>

Inspiring Governance is an organisation that assists schools in recruiting new governors. They have a particular focus on schools in an Ofsted category. They are running a number of brief online sessions giving an overview of governor recruitment and their online platform:

- A live walkthrough of the platform with Q&A
- Ideas on recruitment strategy
- A guide to writing more effective vacancies and invitations to attract more volunteers
- Access to a volunteer's eye view of what they see on the platform and in their invitations

Sessions take place every second Thursday in the month, 12:00-13:00 via Zoom.

To book please email; helen.knowles@educationandemployers.org

See Inspiring Governance Instructions document.

National Black Governor Network

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

Governors for Schools

<https://governorsforschools.org.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 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 attend 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. Why not create a volunteer vacancy!
- Local professional bodies ie accountancy associations
- Staff at other local schools and colleges wishing to gain experience
- Universities may be linked to **Governors for Schools** as many encourage staff, students and alumni to volunteer

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
- The traditional Governing Body Christmas Meal or school fairs and events may not be possible at the moment but some governors have found keeping in touch by other means very helpful in order to establish the welcome.