

**Governor Recruitment**

**Co-opted Governors**

Recruitment and finding the right governors for your board can be a daunting. The Governance Handbook states that the primary consideration in the appointment and election of new governors should be acquiring the skills and experience the board needs to be effective.

This briefing note provides some tips and advice on approaching the recruitment process:

**Skills Audit**

Have you recently evaluated your board’s skills? Do you know what the gaps are? Prior to undertaking a recruitment exercise it is recommended that you undertake a skills audit of your governing board. The NGA model skills audit can be found on the Governor Online Centre.

**National Recruitment Organisations**

*Governors for Schools*

This is an independent charity dedicated to recruiting volunteers to serve on school governing bodies across England:

[Governors for Schools - Effective Governors, Excellent Schools](https://governorsforschools.org.uk/)

**Other Avenues of Recruitment**

* Contacts from existing members of the governing body and members of staff
* Approach the local feeder primary/secondary schools.
* School Improvement Leicester/Triads/LEIP/CLASS
* Approach regular visitors to the school e.g., local police officers, volunteers
* Promote the vacancy in the school’s public areas, e.g., main entrance.
* Local businesses and institutions – some large businesses have volunteering schemes, which you could utilise.
* Promotion in local institutions – churches, doctor’s surgeries, community centres.
* Display the vacancy at school events e.g., concerts, parents’ evenings, fetes.
* Promotion on the school website

**Recruitment Tips**

* Make the roles in the recruitment process are clear.
* Provide a clear explanation about what the role involves, and the time required.
* As well advertising the skills required highlight what skills someone can gain from becoming a governor.
* Emphasise that there is training available.
* Be positive! Emphasise that the role is interesting, challenging and rewarding!
* Consider diversity.
* Invite the prospective governor to the school to meet the Chair and Headteacher to make sure you have the right person for your board, and they understand the role.
* Governors don’t necessarily have to have the skills on appointment, as training and support is available. The key thing is to find people with the time and commitment to join the board.
* If your board has long standing vacancies, rather than continue to try and recruit, you may want to consider reconstitution. Is your board is working well with the numbers in post and are able to carry out functions effectively? There is a briefing note on reconstitution on the Governor Online Centre.

**Further Resources**

Governance guides:

* [Maintained Schools](https://www.gov.uk/guidance/governance-in-maintained-schools) - Building an Effective Team (Section 4.1)
* [Academy Trusts](https://www.gov.uk/guidance/-governance-in-academy-trusts) – Non-executive leadership (Section 4)

[Governors for Schools](https://governorsforschools.org.uk/) – As well as supporting with recruitment the site contains some useful information about the role of governors that you can share with prospective governors including a regular webinar.

[The Right People Around the Table](https://www.inspiringgovernance.org/wp-content/uploads/2020/03/The-right-people-around-the-table-Feb-2020.pdf) (2020)