

WOLVERHAMPTON GOVERNANCE SERVICES

GOVERNOR RECRUITMENT

Wolverhampton Governance Services is a centrally based team who supports all schools across the City in the recruitment of governors to their boards.

We believe that governing boards are an integral part of school leadership and are drawn from a diverse range of stakeholders within their communities. You do not need to have experience in governance. Governing boards need to reflect many viewpoints, experiences and skills in order to fulfil their remit. The main quality required is a genuine desire to support the school in providing the best possible education for every child.

Governing boards set the ethos of the school, drive continuous improvement by supporting, challenging and holding to account the Headteacher and other members of the school's leadership team. The role that governors undertake in Wolverhampton's schools is crucial and the commitment and support that they give is greatly appreciated.

This document has been written to support our vision that:

All children and young people in Wolverhampton's schools achieve outcomes which exceed expectations by attending outstanding schools, where every Governing Board drives improved outcomes for young people through effective strategic leadership, challenge and support to the school.

We support governors by offering a wide range of training opportunities, including induction, providing news, support and advice through GovernorHub, newsletters, toolkits and governance team audits.

OUR RECRUITMENT PROCESS

All governors are required to follow a full recruitment process. You will be required to complete an application form, provide referees, and will be expected to attend a meeting with the school prior to being offered a role. Below is a flow chart of the process.

PLEASE NOTE

Recruitment to a vacancy sometimes can be quite a lengthy process. All governors must be agreed upon at a Full Governing Body meeting before they are formally accepted onto the board. The school will already have set dates for meetings, and it could be up to 3 months before the next meeting is held.

Please do not feel that the school does not want you to join them if this is the case. It is just the recruitment process that we are required to follow.



GOVERNOR RECRUITMENT PROCESS

Vacancy

- School governor vacancy advertised
- •Individual Schools may require specific skills to compliment their team
- Applications are accepted all year round whether or not there is a specific vacancy idenitifed. Applications will be kept on file for upto 6 months in order to match applicants' and schools' needs.

- •Governor application form and job description is sent out to candidates upon request
- •Once application forms are returned, references will be sought
- •The Governance Services Team will review the applicant's skills and match to the school vacancies.
- •The application form and references will be forwarded to the Headteacher and Chair of Governors to review

Matching

- •The school will decide whether to contact the applicant and invite to meet with
- •This may take the form of a formal interview or an informal chat. This maybe online or in person at the school
- •The school will make an offer to their chosen candidate there maybe more than one person being seen for the vacancy.
- All governor appointments have to be agreed by the Full Governing Body. The successful candidate will be invited to attend the next meeting.
- **Please Note** this maybe upto 3 months after initally meeting depending on the schools calendar of meetings.
- •Upon appointment new governors are sent a Welcome Pack, invited to attend Induction training by the local authority and welcomed into the school through their governor induction program.

Appointment

If you have any queries regarding the recruitment process or becoming a governor within a Wolverhampton school, please feel free to contact us by emailing school.governance@wolverhampton.gov.uk or view our web pages at https://www.wolverhampton.gov.uk/education-and-schools/school-governance

Thank you for taking the time to consider becoming a school governor. Its much appreciated!