

Supporting **schools** in need

Providing a bursary
for schools to
access our
Enhanced
Recruitment
services



Why do we need your support?



Schools today face an acute level of challenge, with many of society's problems brought directly to their door. More than ever before, schools sit at the hearts of their communities, providing support and services beyond the provision of education.

With so many conflicting demands, it is vital that schools have effective governance in place, supporting and challenging them to use every penny wisely to ensure the very best outcomes for children in their care. School governance touches every aspect of school life, providing a vital external perspective lens to every key decision made - and being there to celebrate the successes achieved, and help schools navigate the difficulties faced.

So many headteachers, CEOs and Chairs of Governors are hard pressed for time, and lack the networks and resources to recruit effectively to their boards. Without the right people with the right skills providing support through governance, the work of our school leaders becomes that much more difficult. Central funding for governor recruitment has been withdrawn entirely by the Department for Education over the past two years, increasing the challenge and leaving Governors for Schools as a sole national provider of governor recruitment services.

Governors for Schools is a national education charity, operating across England and Wales, that exists to serve schools and trusts, by finding the dedicated governors and trustees needed for their governance vacancies. With 25 years of expertise in the sector, the charity needs to introduce paid for services to schools to meet its running costs, and ensure we are here for many more years to come delivering this vitally important service. Our bursary packages are designed to help schools most in need to access our premium recruitment services which are detailed on the following page.

By providing a bursary for schools to freely access our services you are helping us to introduce skilled and prepared volunteers to the school sector across England and Wales. We work hard to diversify the people sitting on boards, and to support their journey into governor positions. Without your support, we will not be able to provide this vital service.

These volunteers help to



Set the ethos and discuss the vision for the school



Ensure public funds are well spent



Hold leaders to account through challenging and supporting them effectively



Champion and support the incredible work done by their schools and trusts

Our specialist recruitment services

Over the past twelve months Governors for Schools have developed different services available to the sector. These were created in response to demand from the sector, obtained through focus groups and continuous feedback cycles. To provide these services sustainably, the charity needs to charge schools an at-cost price to access them.

Enhanced Recruitment Service

Our enhanced recruitment service provides targeted recruitment support to schools who are struggling to find the right people to best fill their board vacancies. Launched in 2024, the service is needed by schools and trusts for a wide range of reasons, including a requirement for a specific skill, an influx of vacancies caused by difficulties with succession planning or are located in areas where it is generally difficult to recruit.

Our team work closely with schools and trusts to understand their requirements. We then use our networks and headhunting tools to find the right volunteers to meet the needs of the school.

Once appointed, new volunteers are given access to our CPD accredited “Becoming an Effective New School Governor” eLearning to support them in their role.

Chair Recruitment Service

Succession planning for governing boards often proves difficult, and this is particularly challenging when looking for someone with the skills and experience to chair a board effectively. Our Chair Recruitment Service uses targeted headhunting, outreach to our vast network and a range of online job boards to find the right volunteers to take up this vital role.

Our dedicated team work closely with the school and volunteers through the process. They will take the time to get to know the school, and their precise needs, and work to the brief given. Our support for volunteers appointed to the Chair role is delivered through webinars and mentoring, in partnership with IGovS.



Different bursary levels available

| | £5,040 | £10,080 | £20,160 |
|---|---|---|---|
| Governor appointments, including eLearning support | 8 | 16 | 32 |
| Chair Recruitment appointments, including bespoke support | 2 | 4 | 8 |
| Impact Reporting | Statistical information on schools supported, and volunteer diversity | Statistical information on schools supported, and volunteer diversity | A detailed breakdown of the volunteers appointed, including testimonials and feedback |

Thank you for taking an interest in providing a bursary to schools to access our enhanced recruitment service. This document is intended as an introduction to the work our dedicated recruitment streams do. The charity is able to work with you to offer these services to schools within your networks, or targeted by different localities or demographics and are happy to liaise with you on the best approach.

While the charity will maintain a free to access recruitment service, this specialised recruitment is an important part of ensuring our sustainability as an organisation - and continuing to be here to support schools in need of governance recruitment support for another 25 years.

To discuss this further, please reach out to **Will Durham**, Head of Impact and Corporate Partnerships:

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Governors for Schools is the legal entity for different recruitment services and is a registered charity in England and Wales No. 1078330