



York Diocesan Board of Education (DBE) – ideas for finding foundation governors in maintained schools and academies

<p>Note: In general, foundation governors will have a link with the local Church of England church. They might, for example, serve on the Parochial Church Council (PCC), lead/support worship or other church activities or be a regular attendee at worship. Whilst the DBE would hope to see foundation governors actively involved in their local Anglican/Christian Church communities, the DBE recognises that this will not be possible in all cases and that there are individuals who don't fit this profile who make excellent foundation governors. Please see our guidance on who can be a foundation governor on our website: Governance in Church Schools and Academies - Diocese of York</p>	
Church links	<ul style="list-style-type: none"> Is the PCC/parish church/Deanery etc aware of any individuals who might be in a position to take on the role? Is the role being advertised on the church notice board, in the school newsletter, on social media? Has it been mentioned in Church services? A <i>template poster that can be adapted to meet your needs can be found on our website using the link above.</i> Are there other local churches/church bodies who are not linked with a Church school? Are they aware of any individuals who might take on this role? Would they advertise etc the role for you?
School Advertising	<ul style="list-style-type: none"> Are parent and staff communities aware of any individuals who might take on the role? Is the role being advertised on the school notice board, in the school newsletter, on social media? A <i>template poster that can be adapted to meet your needs can be found on our website using the link above.</i> <p>Note: There is no bar on a parent becoming a foundation governor, and parents can be invaluable in giving a unique perspective from their insight of being a parent. However, it should be recognised that there are potential conflicts of interests and other challenges associated with having an imbalance of parents on a governing body. As such, the DBE encourages schools to keep the balance of parents on the governing body under review.</p>
Staff	<ul style="list-style-type: none"> Can the school use its local school connections to see whether there are any members of staff from other schools who would be interested in taking on a foundation governor role, e.g. as part of their CPD? <p>Note: Adding members of the school's staff as governors in categories other than headteacher ex officio and staff governor can set up a wide range of potential conflicts of interest, as well an imbalance of representation and skills on the board. Members of the school's staff will only be appointed in exceptional circumstances. Please see our guidance on who can be a foundation governor which can be found on our website using the link above.</p>
Trust links/links with other schools	<ul style="list-style-type: none"> Where the school is part of a Trust, can the Trust use its local knowledge and networks to identify individuals, including those serving on other local governing bodies who might be looking for a change/able to fulfil multiple roles? Is there a conversation to be had about setting up shared local governing body arrangements with other Trust schools where recruitment is a challenge in the area? In maintained schools, are there other local schools where governors may be prepared to take on multiple roles or where more formal shared governing body arrangements might be put in place? <p>Note: if any formal shared governing body arrangements are being explored, please contact the Diocese for approval.</p>
Local employers/groups	<ul style="list-style-type: none"> Are there any local employers/groups that you could approach to advertise vacancies or to see whether they are aware of potential individuals to fulfil the role? Many organisations will actively encourage volunteering as part of their corporate social responsibility schemes. This might also help you to target people with particular skills.
Reallocation or roles	<ul style="list-style-type: none"> If foundation governor roles are proving particularly hard to fill, are there other governors on the governing body who would be in a position to move into a foundation role?

We understand that it is often challenging to find foundation governors in all schools. If you have exhausted all the available avenues above and you are continuing to experience recruitment issues, please contact George Edmond (Assistant Director of Education) at george.edmond@yorkdiocese.org who can discuss the matter with you further.