

## Appointment of Governors

### Note to prospective applicants

#### Qualification Criteria

There are no strict rules on the type or qualifications of a person who can be a governor. However, the School Governance Regulations are very clear about what criteria would mean disqualification from being able to hold the position of governor in a school. These are listed on page three (3) of the application form. If any of the criteria apply then, with regret, then regulation says that person cannot be an appointed governor. Full details of these regulations can be found in "Schedule 4 of The School Governance (Constitution) (England) Regulations 2012".

All maintained schools have had to re-constitute under revised government regulations. One of the main revisions has been the introduction of skills-based eligibility criteria for appointed governors. Anyone appointed to the governing body should therefore have the skills to contribute to effective governance and the success of the school. Governing bodies have to undertake a skills audit either annually or when a vacancy occurs and through this audit prospective applicants will be aware of the preferred skills required by the governing body. Prospective applicants should receive a copy of the skills requirements either from the PCC or from the school.

#### **Referees will be asked to support applications in relation to the context below.**

##### Re-appointment

It would be particularly helpful if either the chair and/or vice chair of governors could be included as one of the referees.

##### New appointment

Please include as one of the referees someone who is able to comment on your ability to support, challenge and develop the Christian Context and Ethos of the school.

#### **Taken from:**

#### ***Diocesan Board of Education (November 2012):***

#### ***Information on the Appointment of Foundation Governors***

*Foundation Governors are called to be "critical friends" of the school. Like all Governors they should be prepared to get to know the school and its concerns thoroughly and work with the head teacher and others in the provision of high academic standards through effective management*

*The appointment and contribution of keen and committed Foundation Governors is one way in which the Church shows its commitment to church schools and makes a very substantial contribution to the education of young people in a parish. Becoming a Foundation Governor is seen to be a significant Christian lay ministry. Deaneries, PCCs and the local churches have a vital role in recruiting, encouraging and supporting Foundation Governors.*

*The whole governing body has a responsibility to ensure that the instruments are upheld, and a school can only lose its religious character by closing. However, it is the particular responsibility of the foundation governors to see that the school's Church of England basis has a relevant and meaningful role in the daily running of the school, so that the school community is distinctively Christian.*

*They need to ensure that the school's policies, procedures, custom and practice are founded in Christian values and that all members of the school community are valued. Relationships between governors and staff are very important in this context.*

*In creating this special community it is essential that a school has good links with the local parish church and diocese. It is important that the church sees its local school as part of its mission, and is willing and keen to be involved. This is the key role of the foundation governor.*

### **What features would make a good church school?**

*A church school should serve the whole local community, as it attempts to provide excellence in education for all, within a happy and safe environment. In addition it should nurture those who come from Christian homes within a faith context. This means that the Christian faith should be visible throughout the life of the school. The school is aiming to develop a community based on Christian values that does not force its beliefs on others. It should offer places to local families, including Christians, but also those of different faiths or none. This balance between being inclusive and being distinctively Christian should be reflected in the school's admissions policy.*

*Central to a strong and distinctive Christian character within the community is the provision of good quality collective worship and religious education. While all schools should hold daily acts of worship and teach RE, these take on a special significance in a church school. The daily act of worship provides an opportunity for the whole community to come together to celebrate their Christian foundations. They can show that every child really does matter just as every person mattered to Jesus, and that the Christian faith is still relevant and meaningful to modern life, even when some of those present are from other faiths or none.*

*The distinctive Christian Character of a church school is monitored through the Statutory Inspection of Anglican Schools (SIAS).*

*It asks four questions, which summarise the extra distinctive areas a church school is trying to achieve. These are:*

- *How well does the school, through its distinctive Christian character, meet the needs of all learners?*
- *What is the impact of collective worship on the school community?*
- *How effective is Religious Education? (Only in aided schools)*
- *How effective are the leadership and management of the school as a Church school?*

## **What is the Foundation Governor role in this?**

*Foundation governors should be involved in all aspects of school life, not being afraid to offer a Christian viewpoint within any discussion. They need to constantly ask the question 'Would a visitor see that this is a Christian school?' For this reason it is helpful if, when possible, foundation governors are represented on each sub-committee as well as any appointment panels.*

*Foundation governors have a special responsibility for Collective Worship and Religious Education. In discussions about the school's priorities they can argue for adequate resources and ensure that these areas are included in the school's development plan. They can help to fulfil this role by acting as link governor for RE or Collective Worship.*

*Foundation Governors should also try to ensure that Collective Worship is taking place according to the Anglican tradition. They need to know what takes place within the collective worship in the school, so they should be willing to attend occasionally, and then talk informally to staff and children to gauge the impact of the worship.*

*Foundation Governors should play an active part in supporting the head teacher in working through and completing or updating the school's Self Evaluation Documentation. When inspections take place foundation governors will be interviewed to ensure that they are fulfilling their role as a 'Christian critical friend'.*