

# How do I recruit a governor?

We know that recruiting governors is a tricky business – finding a diverse group of volunteers with the right mix of skills, time to give and ability to both support and challenge your school is quite an undertaking.

Here at Governors for Schools we aim to help you by developing links with businesses and universities, alongside campaigns to engage the public and educate them about what a governor does. However, the fact remains that many people still believe that you have to either work in education or be a parent to hold this vital role.

As a chair of governors myself I have successfully recruited via Governors for Schools, however it's not the only method I've used and we'd certainly recommend that you try all options available.



## So here are my top 5 tips of what you can do when you have a vacancy

### 1. Register the vacancy with Governors for Schools

Our Partnerships Managers are always approaching new potential governors and will do their utmost to source someone who can fill your vacancy. Add as much detail as you can when you register the role – what skills you are looking for, when your meetings are, and if your board is not as diverse as you'd like, let us know that too. Of the volunteers we placed last year, 68% are under the age of 45, and 31% are black, Asian or from a minority ethnic background.

### 2. Use your networks

Reach out to your network as governors, ask staff if they can recommend someone, ask the parent community to share the role. Don't rely on people putting themselves forward, sometimes they just need to be asked!

### 3. Approach your neighbours

Adapt and use our letter template to ask those in your neighbourhood if they'd consider the role. Not only will you build community links, you'll find someone who knows your area and can draw on that knowledge.

### 4. Approach local businesses and community groups

Ask them to share the information with their staff and members – this can help with diversity as you can share the vacancy with groups you may not otherwise reach. By targeting in this way you can also find specific skills that are needed.

### 5. Advertise

Use posters, newsletters and social media to spread the word that you are looking. Local community newsletters, magazines or Facebook groups are a good place to start, then ask local businesses and libraries to display your advert. We've created a poster and flyer that you can adapt and use.

We're on hand to help and advise, so if you have any questions regarding recruiting your next governor, get in touch. We hope to help you find your next governor soon!