

Working with Governors for Schools.

We're a small charity making a big difference to education for children. Our ambition is to make sure every school in England and Wales has excellent governance which drives improved outcomes for all children and young people – and our talented and committed team are making that happen.

Who better to hear from than our amazing team? You'll see their thoughts about working for Governors for Schools in their own words throughout this document.



Hannah Stolton,
CEO

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I have loved working for Governors for Schools since I started in 2017. Coming from the private sector, being able to combine my aspiration to support our education system, with my previous experience was a dream come true!

At Governors for Schools we believe that our people make the difference - I see that with trust and respect they achieve amazing results. But people can only do this when they are supported to balance their own wellbeing, their life outside of work and their own ambitions, with the task in hand, and so we aim to be understanding of each person's unique situation.

Why work for us?

- Make an impact - you'll support one of the largest groups of volunteers across England and Wales
- Shape our work - we're a growing organisation and we listen to our people
- Bring your whole self to work - we welcome diversity and we're actively working to increase this across the charity.
- Achieve a balance - you'll be supported with flexible working, generous annual leave and access to HEKA, a service to support your wellbeing.

Our values

Excellence

- Attention to detail and a desire to continually improve by seeking and using feedback
- A 'can do' attitude and sense of pride in delivering high-quality work at all times

Integrity

- Know when to challenge assumptions and suggest better approaches
- Question actions inconsistent with our values

Collaboration

- Excellent communication skills with the ability to interact at all levels and build solid working relationships
- Willingness to support the wider team outside areas of your specific job role

Pioneering

- Excellent organisational skills with the ability to take initiative and find creative and effective ways to get things done

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Knowing that the work I do plays a small part in supporting schools, teachers and children is a great feeling.

Gemma,
Partnerships
Administrator

How will we support you?



Working for Governors for Schools is like having a family at work. Everyone is happy to support you and help you achieve your goals. I love how open everyone is – I have never felt so welcome and supported in a role before.

Lea,
Partnerships Manager

Progression

CPD Hour

Every colleague has an hour a week of working time that they can commit to personal development. They can use that to tap into our own resources around governance, or to pursue external training or research.

Professional qualifications

Our team have access to City and Guilds, and ILM certificates and professional development is encouraged.

Volunteering hours

We'll support you with paid time off for volunteering activities and particularly support anyone wishing to become a school governor

Work/life balance

Flexible working

Our full time hours are 35 per week. If you want to split those over four days or take a different approach, we're open to it.

Agile working

We have core hours, but you have the flexibility to start later or finish earlier.

Wellbeing

You'll have access to HEKA, a wellbeing benefits platform, to support you with things like spin classes, to spa days and mental health support.

Family friendly policies

We know that lots of people have caring responsibilities and we know that you'll be most effective at work when those responsibilities are taken care of. You can work flexibly when you need to and we have policies in place to support you.

Wellbeing hours

Sometimes you need some time to recharge so you can be at your best. You'll have 3.5 hours every quarter to use flexibly for something that makes you happy, whether that's a longer lunch break to meet a friend, or finishing early on a Friday for a longer weekend.



I love working for GfS and feel truly valued as part of a team who really are passionate about what they do and I'm really proud to be a part of it!

Emma,
Projects and
Impact Manager

Benefits

Salary

We keep our pay structure simple and transparent. You'll be working within a scale and able to progress based on your annual review and performance.

Annual leave

You'll receive 25 days of annual leave plus bank holidays. This increases with long service.

Pension

We provide an employee pension scheme and will match your contribution up to 3%



“ For a team with such a large geographical spread I love that I still feel connected to my colleagues and can honestly say I know I can contact any one of them and ask for support.

Rachel,
Partnerships Manager

“ I have an ideal work-life balance and appreciate that my organisation allows me to work flexibly and autonomously; I am always motivated to maintain that trust.

Clare,
Partnerships Coordinator

Diversity and Inclusion

We know that the charity sector as a whole is not as diverse as it needs to be and that is reflected in our organisation. Our recruitment processes have been restructured to minimise bias and be more inclusive. Here's a few of the steps we've taken.

- Shortlisting is anonymised
- Our two-stage interview process includes staff at all levels
- We've removed the need for qualifications that are not vital to the role
- We are flexible with the location of the role for the majority of positions, as long as you're in the region that we need to recruit in.

Tips for applying.

- Tell us why you want to work with us, specifically. We love our people to be passionate!
- Tailor your CV and cover letter to the job you're applying for. Make it simple and specific so we can see how you meet the essential and desirable requirements of the job.
- Our values are important and run through everything that we do. Think about how you can demonstrate them.
- If you're unsure about applying, or want to understand the role in more detail, get in touch with us and we're happy to discuss.
- Don't be put off by a lack of charity-sector experience, we welcome people with a wealth of experience.
- Apply early. We usually close applications when we've received enough to shortlist.

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Being able to manage my own time and work load with flexible hours is one of the many positives of working at Governors for Schools. Not only has it enabled me to be in more control of my day to day work, but it has many benefits to my physical and mental health.

Shaun,
Partnership Manager



All vacancies will be listed on our website.

<https://governorsforschools.org.uk/about-us/join-our-team/>