**Effective on boarding: Steps to creating a governor induction plan**

Please see below for a list of questions asked at the ‘Effective on boarding: Steps to creating a governor induction plan’ session of the Governors for Schools Conference 2022, on Wednesday, 28th September from 09:15am – 09:45am.

|  |  |
| --- | --- |
| **Do you have a document outlining the key areas to include in a governor induction?** | We sure do. This article runs through most of what I covered and includes an induction checklist too. [https://schoolgovernors.thekeysupport.com/the-governing-body/recruitment-and-competence/training-and-induction/coronavirus-how-induct-new-governors-remotely/?marker=full-search-q-induction-result-1](https://mailtrack.io/trace/link/efe4a1e7b01ec5ef9603b758b24d2701247cdd83?url=https%3A%2F%2Fschoolgovernors.thekeysupport.com%2Fthe-governing-body%2Frecruitment-and-competence%2Ftraining-and-induction%2Fcoronavirus-how-induct-new-governors-remotely%2F%3Fmarker%3Dfull-search-q-induction-result-1&userId=7529334&signature=03d4f31c6e556db9). |
| **How do I get a buddy?** | Your chair (or clerk) should be able to assign one of the other governors on your board to help you assimilate and answer any questions.  If you find this is not forthcoming I suggest you use some of the online networking groups to meet with peers from other schools (The Key run [Primary School Governors](https://mailtrack.io/trace/link/838970f13b08cde72115517fb7e88c05e12b1d5c?url=https%3A%2F%2Fwww.facebook.com%2Fgroups%2F421122718267705%2F&userId=7529334&signature=ef26c0d55cae80fd) on Facebook for instance and your local authority/Governor Support Services might know of local groups that meet to talk things through). Also, if your board subscribes to The Key for School Governors you can always drop into live chat with any questions you may have. |
| **I am considering using all five on my LGB committees to buddy up - any pitfalls?** | Not quite sure what you mean here, but in short, no - as long as your new members get what they need to ensure they understand the role and feel confident/supported.  Some MATs might offer buddies from different schools - this is great for offering a wider perspective on what is often an isolated role.  Seeing what other boards do helps you challenge what you are doing.  I would, however, ensure that induction on the processes, structure and unique context of your school is covered by someone on your board. These aspects are vital for setting the tone and expectations of what you need from any new governor.  If you mean that you are using all your governors to buddy (so each person buddying someone else), then that's great – I'd just be mindful of the differing skills and personalities on your board. It's better to offer a buddy that will have real impact on the effectiveness of new governors rather than being a stickler for sharing out jobs evenly. |