

Pathway **to** Governance

An opportunity to
fund empowering
young people to help
drive educational
improvement in their
local communities



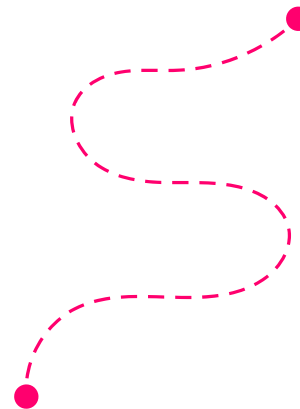
Who are we?

Governors for Schools is a national education charity that finds and places skilled people on governing boards across England and Wales. 2024 marks our 25th year as a charity, and we bring this quarter of a century of expertise to our work supporting school governance recruitment across all types of state funded schools.

We're committed to supporting volunteers in their development as governors, running regular campaigns and an annual conference to improve volunteers' knowledge about the education sector. We also provide free eLearning courses and host regular webinars with experts in the field.

We work hard to encourage people from underrepresented communities to apply, as we know that diverse boards help schools deliver the best education possible for all pupils..

Pathway to Governance is a programme designed to strengthen this important aspect of our mission - empowering those the least represented demographics to take on the role



Why do we need young school governors?

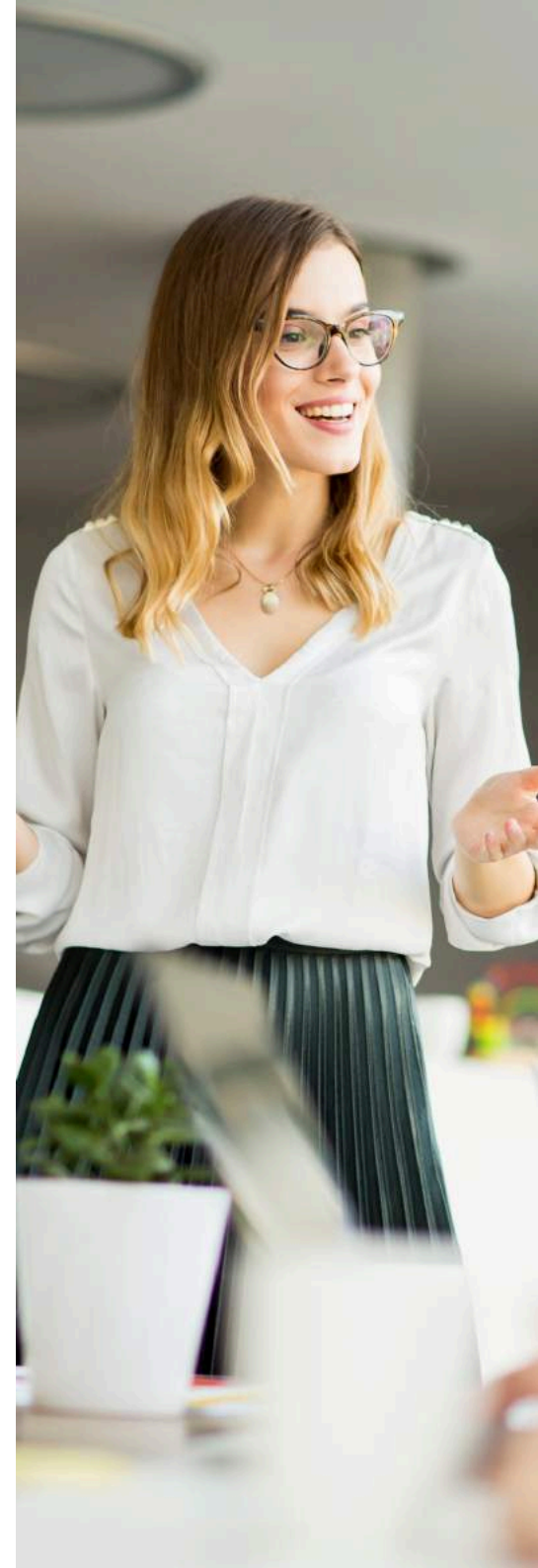
Schools need governors with a broad range of skills to help them run effectively. This means bringing people with a diverse range of perspectives and experiences together and younger volunteers are an essential part of this equation.

Young people have more recent first-hand experience of the modern education system, allowing them to offer unique viewpoints on a range of issues affecting today's schools. For example, younger governors tend to be more sensitive to the importance of inclusion and sustainability.

Growing up in the digital era means younger volunteers understand the kinds of skills younger generations will need in their personal and professional lives. As the world and schools become more reliant on technology, these skills are crucial for governing boards looking to understand pupils' educational needs and potential future careers.

With over 20,000 school governor vacancies in England alone, a failure to empower young people to take on the role makes little sense.

Research shows that more than a third of governors are aged 60 or over, while only 3% are under 30.



Working with you as a funder

Governors for Schools are able to work you to deliver the programme to groups of beneficiaries most in line with your own mission and priorities.

While the programme is primarily aimed at those aged 30 and under, there are many other demographics significantly underrepresented in the sector such as those with disabilities, from global majority backgrounds and members of the LGBT+ community. The charity aims to ensure boards fully reflect their communities and wider society.

Our programme lead will work with you to deliver (a) cohort(s) of the programme in line with your requirements. This can be led by any of the above demographics as well as being focused on specific regions as may fit your objectives.

As an example the charity is currently delivering funded versions of the programme focused on;

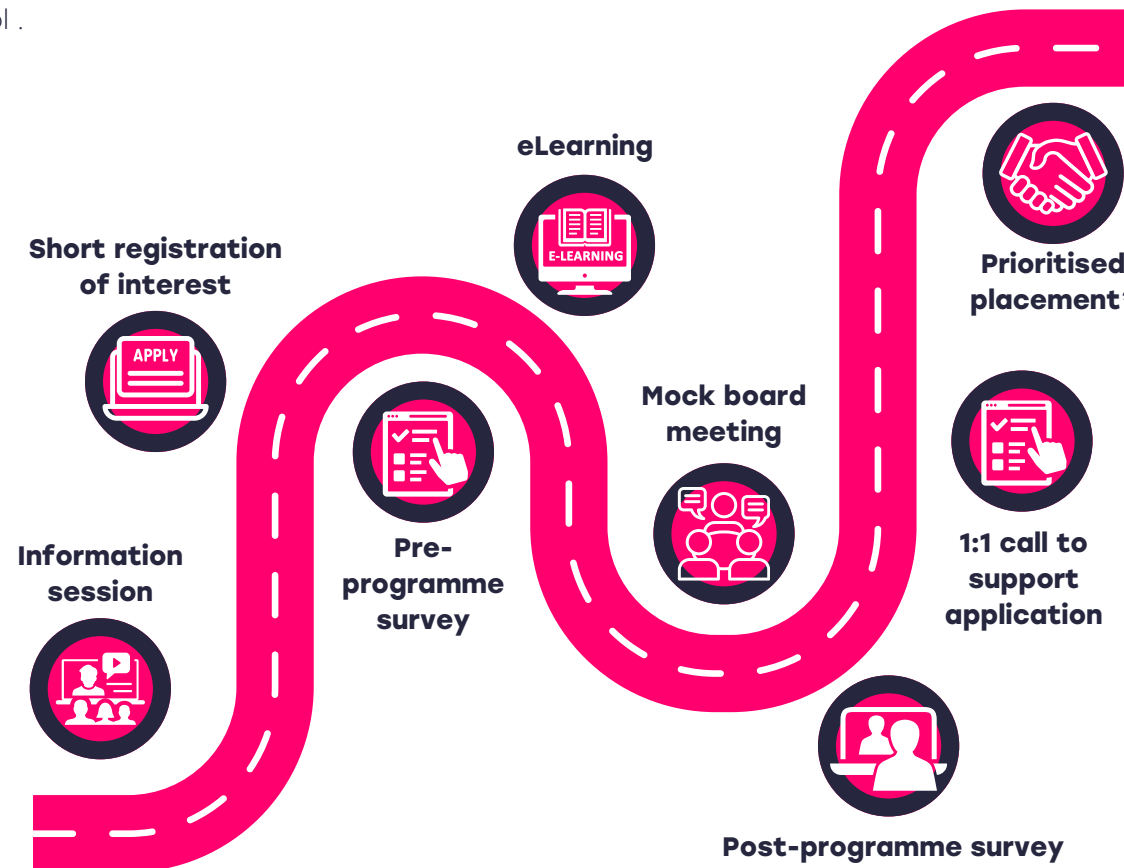
- Young people within a North London borough
- Recent alumni of Sutton Trust programmes
- Students at Kings College London
- Early career professionals at a corporate partner



Pathway to Governance

The Pathway to Governance programme for participants

Potential participants will be invited to attend an information session to learn more about the programme before deciding to register their interest. If successful in joining the programme, they'll be given access to online learning that can be completed at their own pace. They'll then be invited to a mock board session, where they can apply this learning to a real life governance scenario. After this, if they decide to apply to become a school governor, we'll have a call with them to help them complete their application and find the right school.



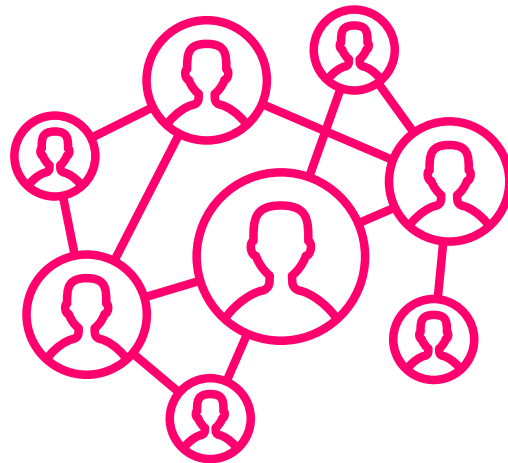
We'll also ask participants to complete a couple of short surveys before and after the programme to help us better understand the impact of the Pathway to Governance programme.

Young Governance Ambassador Networks

To continue the skills development journey after completing the Pathway to Governance programme, graduates can join an online network of their peers. This is facilitated by Governors for Schools and hosted through GovernorHub.

This network encourages:

- Regular CPD for young governors to stay engaged and informed in their role
- Opportunities to connect and collaborate with other young governors to share best practice
- Leadership opportunities for young governors to advocate for school governance roles and act as ambassadors for the sector to encourage more of their peers to become the next generation of school governance.




Current participants



“I think that education is the single most important lever for social mobility. Through engaging in School Governance I can make a difference to young people's lives and help narrow the educational gap in the UK between private and state educated pupils.”



“The Pathway to Governance programme provided a unique opportunity for me to develop my passion for improving the education sector, and helping young people access the necessary resources to reach their full potential.”



“I was particularly drawn to the opportunity to become a school governor because I am passionate about making decisions that carry significant weight and have a tangible impact on educational institutions.”



Costings

Pathway to Governance is only able to run where it is funded, and the charity is delighted to have worked with a range of different funders to deliver the programme.

We are able to work with you on a funding agreement that meets your needs and priorities, supporting your target beneficiaries and empowering them to take on this vital role.

£5,300
for a standard
cohort
of 12 people

The charity can
work with you to
deliver as many
cohorts as you
would like



Impact reporting

Governors for Schools help you understand the impact the Pathway to Governance programme has had on participants through pre and post programme survey data, and a final application and placement report twelve months after the initial programme ends.

For example, our pilot programme showed a significant increase in confidence from programme participants in core professional skills, such as asking challenging questions.

6.5
confidence asking
challenging
questions in
meetings before the
programme

9.1
confidence asking
challenging
questions in
meetings before the
programme



A young governor's perspective

Why do you think it's important for people under the age of 30 to take on school governance roles?

A balanced and diverse board with a range of ages and backgrounds brings the most effective form of governance, benefiting both the school and the community. The importance of under 30s taking on board roles provides a different perspective and helps secure a solid platform for the future of governance. From a personal perspective, this role has developed my strategic experience and increased my involvement of working with key stakeholders from a variety of backgrounds. I believe this exposure will help benefit my career both short term and in the long term.

What motivated you to become a school governor?

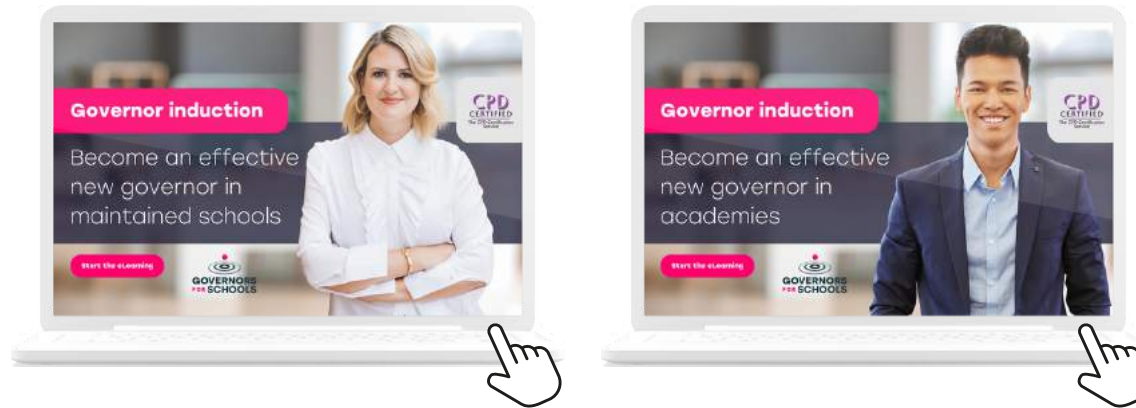
A key motivation was that through all the training I have received, I had the knowledge and useful skills that are in high demand within the governance space, and I knew I was in a position to give back and make a positive influence on my local community. From having a number of friends who are teachers, I was very aware of the challenges schools face today, and knew that my skill-set would be beneficial in helping overcome some of these difficulties. Deloitte were really supportive of my interest in becoming a governor. I spoke with my people leader and they put me in contact with senior members of the team who helped bring the role to light and further my interest in taking on the role.

Alex Langford-Pollard

Manager - Large and Complex group, Deloitte

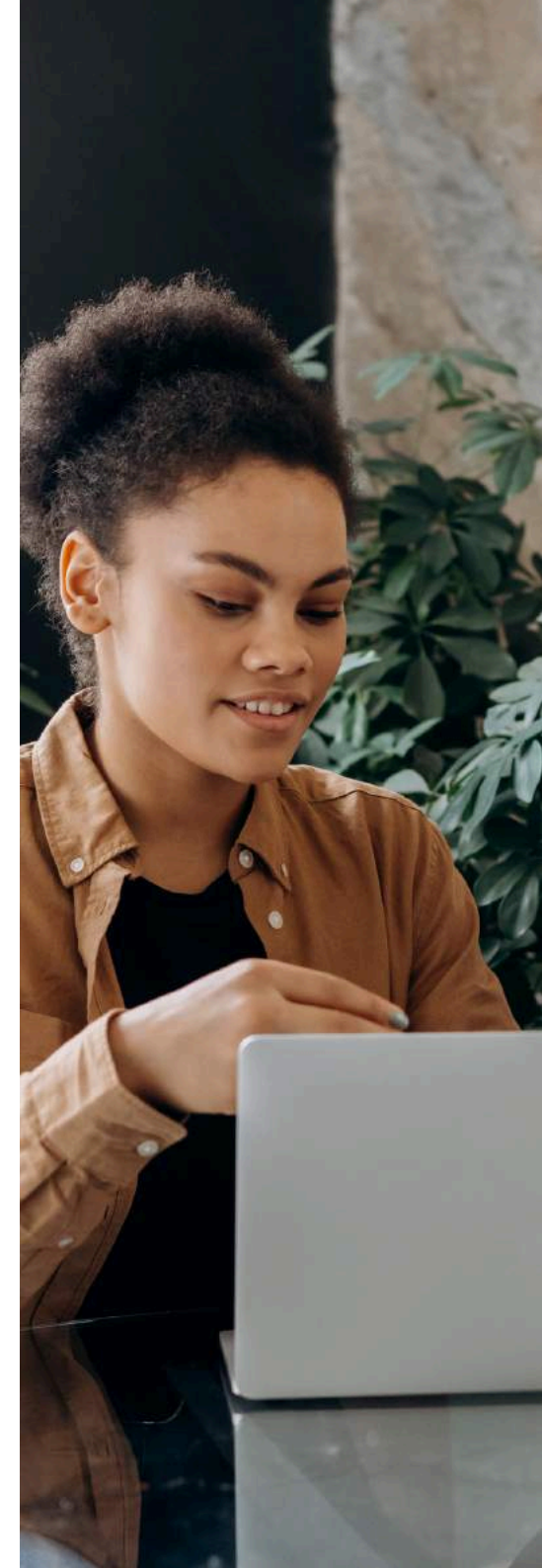


Online learning



“The course is very insightful on every aspect regarding schooling and how we can be more effective in fulfilling our duties. I will be going back to the modules that relate to my specific responsibilities during my time as a governor.”

“I’m so glad this exists, I am finding it difficult to get on my local training course as they are all in work hours, so being able to do this in my own time and cover the topics I need to know about was so valuable. It is really easy to use and there are tonnes of links that I’ve jotted down to use in future. It tells you just enough, but not too much!”



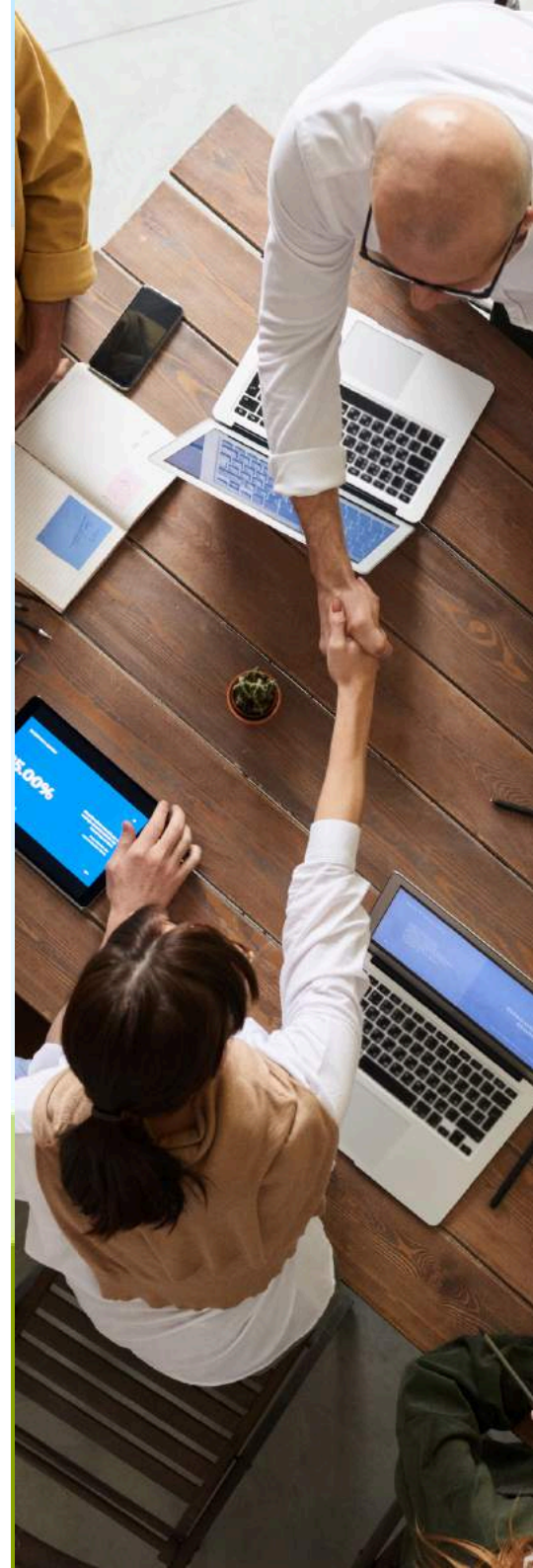
Next steps

Get in touch with us today to find out more about Pathway to Governance.

A member of our team will happily arrange a conversation to discuss the benefits of partnering with Governors for Schools to deliver the programme.



Emma Hawker
Pathway to Governance programme Lead
Emma.Hawker@governorsforschools.org.uk





GOVERNORS FOR SCHOOLS

Visit our website:

www.governorsforschools.org.uk



Follow us on socials:



[@SchoolGovNet](#) | [@governorsforschools](#)

Governors for Schools is a registered Charity in England and Wales. Our charity number is: 1078330.