

Contract between **Governors for Schools** and

Number of Chair positions:

Schools:



1. The Contract

- 1.1. These Terms of business constitute the contract between **Governors for Schools** and **School Trust** (“the Client”) for the introduction of volunteers and are deemed to be accepted by **School Trust** by virtue of an introduction or the appointment of a volunteer, or the passing by the Client of any information about a volunteer to any third party following an introduction.
- 1.2. These Terms contain the entire agreement between the parties and unless otherwise agreed in writing by the CEO of Governors for Schools, these Terms prevail over any other terms of business or purchase conditions (or similar) put forward by the Client.
- 1.3. No variation or alteration to these Terms shall be valid unless the details of such variation are agreed between the CEO of Governors for Schools and the Client and are set out in writing and a copy of the varied terms is given to the Client stating the date on or after which such varied terms shall apply.
- 1.4. Any variation to the schools named in this contract are subject to agreement between Governors for Schools and the Client.
- 1.5. These Terms are applicable for a period of 12 calendar months from the date of acceptance of this contract by all parties.

2. Notification and Fees

- 2.1. Governors for Schools agrees to:
 - 2.1.1. Conduct pro-active recruitment of volunteers suitable for the specific Chair of Governors position
 - 2.1.2. Provide the application and contact details of a Volunteer identified as suitable for the position
 - 2.1.3. Where the above Volunteer application is rejected, and detailed feedback is provided by the Client, Governors for Schools will source a further Volunteer.
 - 2.1.4. Due to the limited number of potential volunteers with suitable experience to be considered for a Chair of Governors position, Governors for Schools will provide the applications of up to two volunteers per contracted position. If further volunteers are available, they will be shared but no further pro-active head-hunting will take place once up to two applications have been shared.
 - 2.1.5. If a Volunteer withdraws their application prior to appointment, a replacement Volunteer will be sought.
- 2.2. The Client agrees to:
 - 2.2.1. Give a clear brief of skills and experiences wanted in a potential Volunteer. The brief will be given to a Governors for Schools team member, by phone or video call. The brief shall be provided by the Chair of Governors and/or the

Headteacher / Governance professional who is responsible for recruitment. This will be signed off by the client before head-hunting commences;

- 2.2.2. Notify Governors for Schools immediately of the terms of any offer of an appointment which it makes to the Volunteer including any variation to the schools named in this contract.
- 2.2.3. Notify Governors for Schools immediately that its offer of an appointment to the Volunteer has been accepted;
- 2.2.4. Notify Governors for Schools immediately should they fill the position via other means, or deem it no longer required;
- 2.2.5. Provide feedback regarding volunteers within 10 working days of receiving each Volunteer profile. This feedback must be detailed and refer back to the original specification;
- 2.2.6. Fees are payable upon confirmation of the appointment between the Client and the Volunteer. The total fee payable for recruitment is as follows:

Annual school budget of £2,500,000 or below
£750.00, plus VAT per Chair position;

Annual school budget of £2,500,001 or above
£950.00, plus VAT per Chair position.

3. Invoicing

- 3.1. An invoice for the full amount (the "Appointment Fee") will be sent when a Volunteer has accepted an offer of appointment and Governors for Schools has been notified in writing of such by the Chair, Headteacher or Governance Professional responsible for the activity. If no such offer is made, an appointment fee will not be charged.
- 3.2. The due date is 30 days after invoice is sent by Governors for Schools.
- 3.3. Governors for Schools reserves the right to charge interest under the Late Payment of Commercial Debts (Interest) Act 1998 on invoiced amounts unpaid by the due date at the rate of 8% per annum above the base rate from time to time of the Bank of England from the due date until the date of payment.
- 3.4. If, after an offer has been made, the appointment does not commence because the Volunteer declines the offer, Governors for Schools will not invoice for the fee. Governors for Schools will seek an alternative Volunteer should they be requested to do so.
- 3.5. If subsequent to the Volunteer declining the Chair position, the Client appoints them to take on the Chair position within a period of 12 calendar months from the date of termination, then the invoice shall be issued. The Client shall not be entitled to any further refunds in relation to the re-engagement of this Volunteer.
- 3.6. If subsequent to the Client declining the Volunteer, the Client appoints them to take on the Chair position within a period of 12 calendar months from the date of termination, then the invoice shall be issued. The Client shall not be entitled to any further refunds in relation to the re-engagement of this Volunteer.

4. Suitability Checks

- 4.1. Governors for Schools endeavours to ensure the suitability of volunteers introduced to the Client to volunteer in the position which the Client seeks to fill by taking reasonably practicable steps to:
 - 4.1.1. confirm that the Volunteer is interested and has suitable experience for the position
- 4.2. Notwithstanding clause 4.1 the Client must satisfy itself as to the suitability of the Volunteer for the position they are seeking to fill. The Client is responsible for:
 - 4.2.1. taking up any references provided by the Volunteer before engaging the Volunteer;
 - 4.2.2. checking the Volunteer's right to work and obtaining permission to work as may be required by the law of the country in which the Volunteer is engaged to work;
 - 4.2.3. satisfying any other requirements, qualifications or permission required for the Volunteer to take up the appointment, including DBS checks.

5. Confidentiality and Data Protection

- 5.1. For the purposes of this Clause 5:

Data Protection Laws means any law, enactment, regulation or order concerning the processing of data relating to living persons each to the extent applicable to the activities or obligations under or pursuant to this agreement.

Relevant Personal Data means any personal data processed in relation to this Agreement; and

the terms **personal data**, **processing** (and its derivatives), and **controller** each has, when used in respect of the performance of an activity or obligation, the meaning given to that term in the relevant Data Protection Laws as at the time at which that activity or obligation was performed.
- 5.2. The parties acknowledge that the status of each party is a matter determined by fact pursuant to Data Protection Laws. Notwithstanding the foregoing, it is the parties' mutual understanding that each operates as an independent controller in respect of any processing of personal data in relation to this Agreement.
- 5.3. Each party will comply with its obligations under Data Protection Laws when processing Relevant Personal Data under or in connection with the performance of this agreement. Nothing in this Agreement relieves either party of its responsibilities and liabilities under Data Protection Laws.
- 5.4. Each party will process any Relevant Personal Data provided to it by the other party solely for the purposes of complying with its obligations or exercising its rights under or in relation to this Agreement.
- 5.5. Each party will, to the extent permitted by applicable laws, promptly notify the disclosing party if it receives any complaint, notice or communication (from an individual, a data protection supervisory authority or otherwise) which relates directly or indirectly to the processing of Relevant Personal Data, or to either party's compliance (or alleged non-compliance) with Data Protection Laws. The recipient will provide reasonable assistance to the disclosing party in reviewing or responding to any such complaint,

notice or communication, including with respect to the exercise by an individual of any right they have under Data Protection Laws.

- 5.6. Information relating to Governors for Schools which is capable of being confidential must be kept confidential and not divulged to any third party, except information which is in the public domain.

6. Liability

Governors for Schools shall not be liable under any circumstances for any loss, expense, damage, delay, costs or compensation (whether direct, indirect or consequential) which may be suffered or incurred by the Client arising from or in any way connected with Governors for Schools seeking a volunteer for the Client or from the introduction to or appointment of any volunteer by the Client or from the failure of Governors for Schools to introduce any volunteer. For the avoidance of doubt, Governors for Schools does not exclude liability for death or personal injury arising from its own negligence or for any other loss which it is not permitted to exclude under law.

7. Notices

All notices which are required to be given in accordance with these Terms shall be in writing and may be delivered personally or by first class prepaid post to the registered office of the party upon whom the notice is to be served or any other address that the party has notified the other party in writing, by email or facsimile transmission. Any such notice shall be deemed to have been served: if by hand when delivered, if by first class post 48 hours following posting and if by email, when that email is sent.

8. Severability

If any of the provisions of these Terms shall be determined by any competent authority to be unenforceable to any extent, such provision shall, to that extent, be severed from the remaining terms, which shall continue to be valid to the fullest extent permitted by applicable laws.

9. Governing Law and Jurisdiction

These Terms are governed by the law of England and are subject to the exclusive jurisdiction of the Courts of England.

I confirm I am authorised to sign these Terms on behalf of the Client.

Signed for and on behalf of the Client

Name

Position

Date