

Frequently Asked Questions

Category	Question	Answer
All recruitment services	How do you source volunteers?	For all our services, we work with employers in the private sector, higher education and third sector, alongside alumni and professional networks. We also recruit through social media campaigns and advertising. For our specialist paid for services we undertake proactive recruitment through headhunting and targeted outreach.
	Does the service (free / enhanced) cover all types of governor recruitment e.g. Foundation, co-opted, authority?	Yes, when registering a vacancy you can tell us the type of role you're looking to fill. We're aware that some multi academy trusts have differing names for their local boards so refer to these roles as "Local Governor / Academy Council Rep".
	How long does a vacancy remain open?	Vacancies registered with our Standard Recruitment Service last either until the position is filled or a year from vacancy registration date. At this point, you can update your Dashboard to reregister vacancies. Vacancies registered via our paid for services last until the position is filled and we communicate regularly to ensure everyone is up to date.

Category

Question

Answer

All recruitment services

How do we know how many volunteers there are in our area?

We are unable to provide this information as new volunteers apply each day. For our paid for services we proactively recruit outside of our organic recruitment to find you volunteers.

Are any checks (DBS for example) carried out on individuals as part of the process?

No DBS checks are undertaken for any of our services. Our Standard Recruitment Service assesses volunteer suitability via their application form. Our paid for services provide further suitability checks by way of telephone screening and basic internet searches. Any DBS checks must be carried out a school / trust level.

Chair Recruitment Service

For chair recruitment, do you prepare a pack of school specific info for the volunteer?

Yes we provide as much information as possible to ensure candidates are well prepared and understand the school and board's challenges and needs. Including any academic, EAL, pupil premium data, Ofsted reports, schemes of delegation/code of conduct, and any relevant school or trust policies. Some candidates also like to access the School Development Plan to ensure they have the skills and time capacity for the role and the needs of the school when looking at the next 4 years.

Our trust uses a different governing model, so when we are looking for chairs the roles and responsibilities are less strategic - can you cater to this?

Yes, we'll carry out a discovery call with you to discuss your requirements once you're ready to register a vacancy with our Chair Recruitment Service.

Category

Question

Answer

**Chair
Recruitment Service**

What percentage of Chairs recruited have experience as a Chair of Governors?

We work to the brief provided to us by the school; if a school wants us to find a volunteer with previous Chair of Governors experience then that's who we'll endeavour to find. There are other schools, however, who are happy to accept candidates who have experience of chairing in another capacity. It really does depend on the requirements of each individual school.

**Enhanced
Recruitment Service**

What should I do if we don't have the budget available but are really desperate for school governors?

We have lots of resources on our website to help you with recruiting your own school governors. [Visit here to learn more about finding a school governor with us](#)

Is it £300 plus VAT for every appointment or for each round of recruitment?

The cost for our Enhanced Recruitment Service is £300 + vat per governor placed in each role.

What would happen if the person appointed via ERS stepped down after only a few months, is there a refund?

We would look at this on a case by case basis but, where appropriate, we would look for a replacement free of charge.

Is the Enhanced Recruitment Service quicker than the Standard Service?

It really does depend on the requirements but - as the recruitment team will be pro-actively working on a vacancy as part of the Enhanced Recruitment Service - it is likely that we will source a volunteer faster through ERS.

Category	Question	Answer
<p>Enhanced Recruitment Service</p>	<p>Do you recruit volunteers to Single Academy Trusts?</p>	<p>Trustees at SATs are recruited through our SAT Enhanced Recruitment Service. Please enquire for further details.</p>
<p>*Standard Recruitment Service</p>	<p>Can you prioritise my vacancy?</p>	<p>We have around 5,000 vacancies registered at any one time – with such high demand we’re unable to say how long you may be waiting for a match when using our Standard Recruitment Service.</p>
	<p>Is there anything I can do to help you find someone?</p>	<p>The best thing a school can do to help is to be responsive throughout the process to ensure that any volunteers we find remain engaged.</p>
	<p>I have heard about your partnership with [corporate partner]. Can we share our vacancy with them specifically?</p>	<p>We’re unable to share specific vacancies registered via our Standard Recruitment Service with our partners due to the volume of vacancies.</p>
<p>*Standard Recruitment Service</p>	<p>Is it possible to select partially remote governors using the free to access service? Our meetings are hybrid so could be attended remotely but we require link governors to visit schools in person?</p>	<p>Yes - please register the vacancy as normal and do not select the fully remote option. This can be discussed with volunteers at the time of meeting.</p>

*Standard Recruitment Service refers to the free-to-access governor matching offer

Category

Question

Answer

**Trustee
Recruitment Service**

**What is the difference between the
Chair Recruitment Service and Chair of
Trustee recruitment?**

Chair of Trustees apply to join Multi-Academy Trusts so this sits within the Trustee Recruitment Service. This service ensures we find volunteers with the right experience level required for a MAT. The Chair Recruitment Service is available for the recruitment of Chairs of Governors for Local Governing Boards.

Dashboard

**From an LA contact - can I have access
so I can oversee all my schools'
vacancies?**

Yes, however at present schools will need to be linked individually. We are working to develop the Dashboard function to improve the user journey for local authorities.

**The vacancy contact has left, can I
update our vacancy contact details?**

Yes, please email
info@governorsforschools.org.uk
with the new contact details.

**Can I add a generic vacancy under the
LA so that they come to me and I can
then decide what school they go to?**

No, vacancies must be listed at individual schools. This is so that we can ensure we meet our volunteer preferences and provide the best start to their governance journey!

**Do you have a map view so we can see
numbers of volunteers in the area?
(similar to Inspiring Governance)?**

No, instead we offer a bespoke matching service where we can look at both the volunteer preferences and the school requirements to find the best fit.

Category	Question	Answer
<p style="text-align: center; color: white; font-weight: bold; font-size: 1.2em;">Dashboard</p>	<p style="text-align: center; font-weight: bold;">Can a Governance Professional register a vacancy?</p>	<p>Yes, all those involved in governor recruitment at schools are able to link themselves to a school or a trust on their Dashboard and register vacancies.</p>
	<p style="text-align: center; font-weight: bold;">Are you able to upload supporting documents for a vacancy?</p>	<p>You aren't able to upload documents but if there is additional information that you think is important then you can email the team.</p>
	<p style="text-align: center; font-weight: bold;">As a Trust contact can I see an overview of all of the vacancies registered within my Trust, even if I have not registered them?</p>	<p>Yes you can request a link to your Trust - this will allow you to see the vacancies registered but also give you a section to view Trust vacancies. You should only request a link to a trust if you are involved in recruitment across the trust.</p>
	<p style="text-align: center; font-weight: bold;">Can I change my vacancy online?</p>	<p>You are able to close your vacancy on the dashboard but any changes to the vacancy need to be emailed to info@governorsforschools.org.uk</p>