

Dorothy Stringer School – Co-opted Governor Vacancy

Dorothy Stringer is a vibrant, stimulating and happy community where it is safe to learn and where everyone can play their full part both inside and outside the classroom. We are ambitious for our students' progress and attainment and strive to create an environment that promotes a keen enjoyment of learning.

The Governing Board is seeking enthusiastic and committed individuals to join an effective cohesive team of people to hold the school to account, to shape the vision of the school and to set the strategic direction. We welcome expressions of interest from all parts of our community and actively seek to reflect the social and cultural diversity of our student intake in our staff.

We are particularly interested in anyone who has the appropriate skills and knowledge or enthusiasm to join the team as the lead governor for human resources (HR). Ideally, we are looking for someone who has an HR background and a knowledge of employment law.

Although governors are volunteers, excellent support and development opportunities are provided through an induction process and full programme of training both face-to-face and online to suit individual needs. There are also opportunities to work alongside experienced governors and to take on a responsibility for an area of the school improvement plan. We don't expect you to be an expert in education or to have board experience. We welcome governors from all walks of life to bring different perspectives and views. You just need to be committed to supporting our school community and the educational outcomes of our students.

Our school is dedicated to safeguarding and promoting the welfare of children and young people in our care and you will be expected to share this commitment. All Governors will be subject to an enhanced DBS check prior to appointment.

Informal meetings will be held with suitable candidates to discuss the role further and to answer any questions before formal application for appointment to be agreed at the next Full Governing Board meeting. Co-opted Governors are appointed to the Full Governing Board of the School following recommendations from the Governors with responsibility for recruitment.

The Role of Lead Governor for Human Resources

Governing Boards are expected to have the knowledge and behaviours to oversee the Head Teacher and senior leadership team in their responsibility to ensure that the organisation has the right staff who are managed and incentivised to perform to the best of their abilities.

As a collective, school governing boards are expected to have the following:

Knowledge

- The organisation's annual expenditure on staff and resource and any data against which this can be benchmarked against
- How staff are recruited to the organisation and how this compares to good recruitment and retention practice
- How staff performance management is used throughout the organisation in line with strategic goals and priorities and how this links to the criteria for staff pay progression, objective setting and development planning
- The remuneration system for staff across the organisation

Skills and effective behaviours

- Ensures that the staffing and leadership structures are fit for purpose
- Takes full responsibility for maintaining, updating and implementing a robust and considered pay policy
- Feels confident in approving and applying the system for performance management of executive leaders
- Identifies and considers the budgetary implication of pay decisions and considers these in the context of the spending plan
- Pays due regard to ensuring that leaders and teachers are able to have a satisfactory work life balance

Additionally the Lead Governor for Human Resources should have the following:

Knowledge

- Human resource (HR) education policy and the organisation's processes in relation to teachers' pay and conditions and the role of governance in staffing reviews, restructuring and due diligence

Skills and effective behaviours

- Monitors the outcome of pay decisions, including the extent to which different groups of teachers may progress at different rates and checks processes operate fairly.

