

# WARWICKSHIRE GOVERNOR SERVICES

## APPENDIX 1: SCHOOL GOVERNOR ROLE PROFILE

### **Making a Difference Through School Governance**

Governors are volunteers who make a significant contribution to the strategic leadership and accountability of schools. By bringing a range of skills, experiences and perspectives, governors help ensure that every child has access to the best possible education and opportunities to succeed.

As part of a Governing Board, Governors work collaboratively to support school improvement, provide appropriate challenge and oversight, and help shape the future direction of the school. This rewarding role offers the opportunity to make a positive impact on the lives of children, young people and the wider community.

### **What We Look for in a School Governor**

We welcome applicants from a wide range of backgrounds and experiences. Previous governance experience is not essential, as training and support will be provided.

Effective Governors typically demonstrate:

- A genuine interest in education and school improvement.
- A commitment to supporting the achievement and wellbeing of children and young people.
- The ability to dedicate sufficient time to prepare for and attend meetings, undertake agreed activities and follow up actions.
- A willingness to participate in induction, training and ongoing development.
- The ability to work constructively as part of a team.
- Strong communication and interpersonal skills.
- Good judgement, integrity, tact and diplomacy.
- A commitment to equality, diversity and inclusion.
- An understanding of, and commitment to, the Seven Nolan Principles of Public Life.

### **Core Responsibilities of a School Governor**

As part of the Governing Board, Governors contribute to the strategic leadership of the school by carrying out three core functions.

#### **1. Setting Strategic Direction**

Governors contribute to strategic discussions and decision-making that help determine:

- The vision, values and ethos of the school.
- Clear strategic priorities and improvement objectives.
- How all pupils, including those with special educational needs and disabilities (SEND), can access a broad and balanced curriculum.
- The effective allocation and monitoring of the school's budget, including the use of pupil premium funding and other grants.

- The school's staffing structure and key employment policies.
- The principles and framework used by school leaders when developing school policies and procedures.

## **2. Holding School Leaders to Account**

Governors provide appropriate support and challenge by monitoring the school's performance and progress. This includes:

- Reviewing and evaluating the school's self-evaluation processes and outcomes.
- Using performance information, data and stakeholder feedback to assess progress and inform decision making.
- Asking constructive and challenging questions that support continuous improvement.
- Ensuring statutory requirements, audits and reviews are undertaken and reported appropriately.
- Monitoring the implementation and effectiveness of key policies and procedures.
- Undertaking Link Governor responsibilities where appropriate and reporting findings to the Governing Board.
- Engaging with and listening to stakeholders, including pupils, parents, carers, staff and the wider community.

## **3. Ensuring Effective Use of Resources**

Governors help ensure that school leaders have the resources, support and capacity needed to deliver high-quality education.

This includes ensuring that:

- Appropriate expertise and professional advice are available when required.
- Staff receive effective appraisal, support and professional development opportunities.
- The school provides a safe, secure and suitable learning and working environment.
- Resources are used effectively and deliver positive outcomes for pupils.
- Financial and operational decisions represent good value for money.

## **4. Serving on Governor Panels**

Where required, Governors may serve on panels to:

- Participate in the recruitment and appointment of Headteachers and other senior leaders.
- Contribute to the Headteacher appraisal process and related pay decisions.
- Consider staff pay recommendations in accordance with school policies.
- Hear and determine appeals, complaints, exclusions, grievances and other matters delegated to governor panels.

## Commitment Required

Being a School Governor is a rewarding voluntary role that requires commitment, preparation and active participation.

Governors are expected to:

- Attend Governing Board and committee meetings regularly.
- Read meeting papers and supporting documentation in advance.
- Participate in induction and ongoing training.
- Uphold confidentiality and collective responsibility.
- Act at all times in the best interests of the school and its pupils.
- Demonstrate the highest standards of integrity, objectivity, accountability and professionalism.