

GOVERNING BODY VACANCIES AT ST JOHN PAYNE CATHOLIC SCHOOL

November 2018

There are currently two vacancies on the Governing Body of St John Payne Catholic School for Foundation Governors and one vacancy for a Parent Governor. Foundation Governors are appointed by the diocese, and Parent Governors are elected by parents and carers of students at the school.

The Governing Body is effectively the statutory non-executive board for the school, and so governors on the board are the school's vision setters and strategic decision makers. They play a vital role in ensuring the best possible education that takes every student as far as their talents allow. The board has three core functions:

- to ensure clarity of vision, ethos and strategic direction;
- to hold executive leaders to account for the educational performance of the school and its students, and the performance management of staff, and
- to oversee the financial performance of the school and making sure its money is well spent.

The Governing Body is committed to ensuring that the board is of a high professional calibre and provides a sufficient diversity of perspectives and experience to enable robust decision making. It is committed too to ensuring that its composition is exemplary under equalities legislation. With those commitments in mind, and having undertaken a skills audit of current board members, the board would be particularly interested at this time in recruiting governors from professional backgrounds such as the following:

- health and safety
- pastoral care
- safeguarding

Current board members come from a variety of professional backgrounds, including financial services, accountancy, engineering, business management, information technology, the third sector, local government, the health service and the clergy.

The law requires anyone appointed to the board to have the skills required to contribute to effective governance and the success of the school. This means that governors, and potential governors, must meet the standards required by the [Competency Framework for Governance](#), which defines the knowledge, skills and behaviours needed for effective governance.

A further key requirement is that those elected or appointed to boards should fulfil their duties in line with the seven principles of public life (the [Nolan principles](#)). These principles are selflessness, integrity, objectivity, accountability, openness, honesty and leadership. Governors must also be mindful of their responsibilities under equality legislation, recognising and encouraging diversity and inclusion.

In addition to these requirements, Foundation Governors are also selected by the Bishop for their ability to preserve and develop the Catholic character and ethos of the

school which is, of course, critically important for St John Payne. Applications must be supported by a reference from the Parish Priest and the appointment process will be undertaken by the Diocese.

Parent Governors are elected by other parents at the school. 'Parent' in this context includes a person with parental responsibility, or a carer, of a registered pupil at the school at the time of election. Parent Governors may continue to serve until the end of their term of office even if their child leaves the school. If there is more than one applicant for a Parent Governor vacancy a ballot is undertaken by the school.

The governance of schools in England is rooted firmly in the principle of voluntary service. To assist this, by law, employers must give employees who serve on governing boards 'reasonable time off' to carry out their duties. This commitment typically involves participation in two or three meetings each term, at the school and usually in the evening, with a greater time commitment for those governors chairing committees or working groups. Appointments are usually for a four-year term, which can be extended.

If you are interested in either the Foundation Governor or Parent Governor roles, please send your CV, with the names of two referees and a short statement setting out why you meet the requirements of the role, to the Vice Chair of the Governing Body, Anne Rushton, by Friday 14th December 2018.

Anne is more than happy to answer any questions and talk about the role in more detail before you decide whether to put your name forward – feel free to get in touch by emailing her at gov-ar@sjp.essex.sch.uk