



THE ISLAND FREE SCHOOL

Procedure for the recruitment of Governors

The Governing body of the Island Free School will be responsible for ensuring that the school delivers its vision and ethos and that in doing so the school meets the needs of all pupils to ensure they fulfil their potential.

Core responsibilities

The governing body will:

- Ensure the school promotes high standards of educational achievement.
- Ensure clarity of vision, ethos and strategic direction by: ensuring the school has a long term strategic vision including strategic priorities, aims and objectives for the school and sign off the policies, plans and targets for how to achieve them.
- Hold the head-teacher to account for the educational performance of the school and its pupils. Governors should play a strategic role and leave the running of the school to the head-teacher. It is governing bodies' role to support and strengthen the head teacher's leadership and to hold them to account for the performance of pupils and staff.
- Oversee the financial performance of the school and make sure its money is well spent
- Ensure the well-being of all staff and students as well as taking an active role in ensuring child protection and safety is paramount in the running of the school.
- Actively support the school in delivering its extra-curricular and community aims.
- Attend parents meetings, school activities ie Speech Day and Open Day and all community evenings taking an active role in events where appropriate.

The recruitment of Governors

The members and directors of the Island Free School will use all means available in advertising for governors including word of mouth, personal recommendation, and via the school website/ social media pages.

Prospective governors must complete an application form expressing their interest in joining the governing body and detailing any potential conflicts of interest they may face.

Each prospective governor will be able to view the school prospectus and governance policy either via the website or they will be sent a hard copy. Prospective governors will be asked to produce a pen portrait of themselves which includes skills they possess which they feel would be relevant the governing body.

Prospective governors (except parent governors) will then be invited to attend an informal meet with the chair of Governors to discuss the role of the governing body and the expectations placed upon those who join the team.

Following on from this each prospective governor will be invited to attend one meeting linked to their relevant skills. Prospective governors will not be eligible to vote at this meeting and may be asked to step out if there are any sensitive matters to be discussed.

At this point the relevant body will meet the vote on the appointment.

Parent governors

The school will advertise for prospective parent governors using the school website and social media account. As with all governors, prospective parent Governors will be asked to complete an application form expressing interest in joining the governing body and identifying any conflicts of interest they may face.

Prospective parent Governors would then be asked to complete a pen portrait outlining their key skills.

These pen portraits will then be shared with parents who will be asked to vote for their preferred candidate.

Once the vote is complete the school will notify all candidates of the result and the successful candidate will be invited to attend the first Governing body meeting of the next academic term.

Governor Training Programme

As part of its commitment to lifelong learning The Island Free School has developed a Governor Training Programme (GTP). When a person applies for, or shows the desire to become a governor but does not possess the appropriate skills or experience the governance of The Island Free School may offer a position on its GTP.

The GTP will offer free training for candidates as well as assigning a standing governor who will act as mentor. Trainee governors will be able to attend all governance meetings and may participate in these meetings though they will not have the right to participate in any decision making or voting processes.

The governor training programme will support the school in ensuring high quality governance is maintained.

Monitoring Evaluation and Review

Governors will monitor and evaluate the effectiveness of this process every 2 years in line with The Island Free School Governing Body Policy

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Ratified by Chair of Governors

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