

Swanmead Community School



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Recruitment of School Governors

Dear Members of our School Community

Since starting as Headteacher at Swanmead in September 2011 I have always been lucky to be supported and challenged by an excellent team of Governors. They have been made up of groups of parents, staff and local people that hold me to account for the success of the school and help direct the vision for the next stages of our development.

As the school has become more successful (and people have got increasingly busier!), a couple of crucial people have stepped down from their role after doing their bit for the school. I write in the hope to encourage talented, highly skilled local people to see if they might have the expertise to be co-opted onto our Governing Body and continue to help us drive standards forward. On the reverse of this letter I have put more information about the role and ask anybody who might be interested to give me a call and see if we can take things forward.

We meet on nine occasions throughout the course of the year (every month except for April, August and December) on a Thursday evening for about two hours. However, crucial to the success of a Governor is knowing the school inside out and having an understanding of its strengths and areas for development. Therefore having the opportunity to spend more time in the school supporting and challenging me is also pivotal to this role.

I really look forward to some of you getting in touch and I thank you for giving it your consideration.

Yours sincerely

Mark Walker
Headteacher



The Role of School Governor

There are 3 main functions of a governor –

1. Making sure there is clarity in the vision, ethos and strategic direction of the school;
2. Holding the headteacher to account for the educational performance of the school and the performance management of the staff; and
3. Making sure that the school spends its money effectively.

The role of a governor will be –

- A thinking and questioning role not a doing role - the Head and staff are employed to do that.
- Required to get to know the school by knowing its strengths and weaknesses.
- Expected to commit to the time required to undertake the role which would equate to approximately 10-15 days per school year.
- To always act in the best interests of **all** of the pupils in the school to better their outcomes

The expectations of governors has increased and it is important to understand that, in order to contribute effectively, all governors will be expected to:

- Be committed to upholding the values and ethos of the school;
- Attend & contribute to meetings of the Board of Governors;
- To visit the school throughout the year in line with the visits schedule linked to driving forward improvements in the school;
- Analyse information, make observations and be proactive in seeking ways in which the school could further enhance outcomes for all pupils;
- Engage in constructive discussions that will involve questioning and challenging points of view;
- Review and agree policies & guidance, ensuring that the school is working effectively within legal frameworks.

So why do people do it?

This is a question often asked; here are a few of the reasons:

- No single governor is expected to know everything about education and in relation to schools; the law, finance and strategic planning – they are part of a corporate body who have the combined experience, knowledge, skills and commitment to work together to meet these demands effectively,
- It is a great chance to give something back to the school and to take an active role in shaping its future and bettering the outcomes for all the pupils within the school,
- Governors are privileged to be able to see at first hand the impact of the hard work that they put into the strategic planning of the school.