



**Notice of meeting of
Education Scrutiny Committee**

To: Councillors Kirk (Chair), Brooks (Vice-Chair), Alexander, Gunnell, Hyman, Merrett and Morley

Co-opted Statutory Members:

Mr John Bailey (Parent Governor Representative) and Dr David Sellick (Church of England Representative)

Date: Thursday, 3 April 2008

Time: 5.00 pm

Venue: The Guildhall, York

A G E N D A

1. Declarations of Interest (Pages 1 - 2)

At this point Members are asked to declare any personal or prejudicial interests they may have in the business on this agenda. A list of general personal interests previously declared is attached.

2. Minutes (Pages 3 - 6)

To approve and sign the minutes of the last meeting of the Committee held on 26 February 2008.

3. Public Participation

At this point in the meeting members of the public who have registered their wish to speak regarding an item on the agenda or an issue within the Committee's remit can do so. Anyone who wishes to register or requires further information is requested to contact the Democracy Officer on the contact details listed at the foot of this agenda. The deadline for registering is **Wednesday, 2 April 2008 at 5:00 pm.**

4. Interim Report For School Governors Review (Part A) (Pages 7 - 26)

This fourth interim report on the review of school governors provides additional information in relation to the survey of individual governors, following the consultation session held after the last meeting, and presents a draft questionnaire to be sent to governing bodies.

5. Urgent Business

Any other business which the Chair considers urgent under the Local Government Act 1972

Democracy Officer:

Name: Fiona Young

Contact details:

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For more information about any of the following please contact the Democracy Officer responsible for servicing this meeting

- Registering to speak
- Business of the meeting
- Any special arrangements
- Copies of reports

Contact details are set out above.

EDUCATION SCRUTINY COMMITTEE

Agenda item I: Declarations of interest.

Please state any amendments you have to your declarations of interest:

Councillor Gunnell – Member of the Management Committee of Danesgate Pupil Referral Unit.

Councillor Hyman – Governor of Huntington Primary School.

Councillor Merrett – Parent of a child attending St Paul's Primary School and committee member and Acting Treasurer of the York Chinese Cultural Association.

Co-opted statutory members

Dr D Sellick – Governor of Derwent Infant and Junior School.

Mr J Bailey – Chair of Governors of Huntington Primary School and Governor of Huntington Secondary School.

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City of York Council

Committee Minutes

MEETING	EDUCATION SCRUTINY COMMITTEE
DATE	26 FEBRUARY 2008
PRESENT	COUNCILLORS KIRK (CHAIR), BROOKS (VICE-CHAIR), ALEXANDER, GUNNELL, HYMAN, MERRETT, MR J BAILEY AND DR D SELLICK
APOLOGIES	COUNCILLOR MORLEY

28. DECLARATIONS OF INTEREST

Members were invited to declare at this point in the meeting any personal or prejudicial interests they might have in the business on the agenda, in addition to the list of general personal interests circulated with the agenda.

Members declared the following additional general personal interests and asked that they be added to the list:

- Cllr Gunnell – as a member of the Management Committee of Danesgate Pupil Referral Unit
- Cllr Merrett – as Acting Treasurer of York Chinese Cultural Association.

Mr Bailey also asked that the list be corrected to record his interest as being “Chair of Governors of Huntington Primary School and Governor of Huntington Secondary School”.

29. MINUTES

RESOLVED: That the minutes of the meeting held on 9 January 2008 be approved and signed by the Chair as a correct record.

30. PUBLIC PARTICIPATION

It was reported that there had been one registration to speak at the meeting under the Council’s Public Participation Scheme.

Ken Beavan spoke in relation to agenda item 4 (Interim Report for School Governors Review). He commented that the responses showed an unwillingness to answer certain questions, indicating that most governors found these questions intrusive and irrelevant to their role. He expressed the view that objective (ii) of the review should be abandoned, on the basis that the data was inadequate, and suggested that the survey could have a negative effect on the number of new applicants.

31. INTERIM REPORT FOR SCHOOL GOVERNORS REVIEW (PART A)

Members considered a third interim report on the scrutiny review of the role of School Governors (Part A), which presented information resulting from responses to the survey sent out to all Governors in January, as requested at the last meeting. The report also invited Members to comment on a draft version of a questionnaire to be sent to Governing Bodies.

Details of information taken from the survey responses had been fed into the database in order to provide a set of reports on the ethnicity, gender, age and economic profile of school governors, together with some comparative information on the ethnicity of York residents and school pupils. These reports were attached as Annexes A to I to the main report. The draft questionnaire had been provided separately as Annex J. Regarding the costs of the survey, it was confirmed that the Scrutiny Management Committee had agreed on 25 February to release an additional £650 to cover those administrative costs that needed to be funded from the Scrutiny budget.

Members noted that there had been an excellent response rate to the survey, with 1,090 forms sent out and 1,050 returned. However, they were concerned that many respondents had declined to answer the questions relating to ethnicity, age and gender, resulting in a lack of data in these crucial areas. Rather than speculate on the reasons behind this, it was suggested that the matter be explored further with those governors who had agreed to attend the informal consultation session after the formal meeting. It would also be possible to amend the draft questionnaire, in the light of the consultation, in order to gain the information required via the survey of Governing Bodies.

RESOLVED: (i) That the interim report, and Members' comments on the survey results, be noted and that the reasons behind some of the responses be explored further during the informal consultation session with school governors scheduled to follow this meeting.

(ii) That the Scrutiny Officer amend the draft questionnaire at Annex J to the report in the light of the outcome of the consultation session and circulate it to Members for their comments and agreement before sending it to Governing Bodies.

REASON: In order to progress the review as agreed, whilst complying with scrutiny procedures, protocols and work plans.

Action Required

1. Amend and circulate draft questionnaire.

GR

32. URGENT BUSINESS - SCOPING REPORT FOR PART B OF THE SCHOOL GOVERNORS REVIEW

Members considered a report which presented a proposed remit for Part B of the review of School Governors (to investigate the role of Governors and current clerking arrangements in extended schools). The Chair had agreed to take this item under Urgent Business due to the need to progress this part of the review at an early stage, once Part A had been completed. Heather Marsland, the Head of Early Years and Extended Schools Adviser, was in attendance to expand upon the information provided in the report and to answer Members' questions.

The report outlined the government's Extended Services in Schools agenda, requiring every school to provide a range of services and activities outside normal school hours, and its implications for the role of Governing Bodies. It was noted that the City of York was the 4th highest performing authority in the region regarding this agenda, due largely to its Shared Foundation Partnership policy. Support and training available for governors in this area of work had included training days, briefing sessions, a DVD and information pack and guidance on the Yor-Ok web site. There was also a multi-agency consultative forum - the Early Years and Extended Schools Partnership - and one to one help was available from a development worker from the Early Years and Extended Schools Service in every school.

Members were invited to consider how they wished to proceed with Part B of the review and to agree a time frame. It was suggested that they might take advantage of the informal consultation session following the formal meeting to obtain governors' views on the additional work and responsibilities arising from the introduction of Extended Schools Provision.

RESOLVED: That a decision on the timetable and methods for progressing Part B of the review be deferred until after the informal consultation session with governors following this meeting.

REASON: So that proper consideration can be given to how the review should be progressed, in the light of the views obtained from governors.

Action Required

1. Include item on next agenda seeking decision on methods GR / timetable for Part B of review.

M Kirk, Chair

[The meeting started at 5.00 pm and finished at 6.05 pm].

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Education Scrutiny Committee**3 April 2008****Interim Report For School Governors Review (Part A)****Background**

1. In coming to a decision to review this topic, certain key objectives were recognised. Due to the work involved in examining these objectives, the Committee chose to split the review into two parts, and the following revised remit was agreed:

Remit

2. In regard to Governing Bodies, to encourage an improved level of community involvement and maximise their diversity and skills

Part A - Key Objectives

- i. Investigate the current composition of governing bodies with an effort to find ways of improving the diversity of governing bodies to better reflect the community
- ii. Identify ways of increasing the number of community Governors
- iii. Identify ways of increasing community involvement with Governing Bodies
- iv. Investigate ways of maximizing the skills that individual members of governing bodies bring to their role

Part B – Key Objective

- v. Investigate the role of Governors and current clerking arrangements in extended schools
3. At a meeting on 30 October 2007, Members considered a scoping report for the review which identified the current composition of governing bodies and gave a snap shot of the number of vacant seats at the time of providing the information.
 4. In December 2007, Members were provided with information which identified York as having one of the fastest growing 'Black, Minority & Ethnic (BME) communities in the country, and the following statistics from the most recent Pupil Levels Annual School Census (PLASC) :
 - There are at least 49 languages spoken by children in York schools

- There are 1340 minority ethnic pupils in York schools
- All York schools have minority ethnic pupils
- Until recently the largest ethnic group were Travellers, but this is an overarching term that includes several distinct groups
- There are significant Bangladeshi, Chinese and Turkish/Kurdish communities in York
- Only 27 out of 1578 teachers in York schools are from minority ethnic backgrounds (1.7%)

To investigate the current composition of governing bodies with an effort to find ways of improving the diversity of governing bodies to better reflect the community

Information Gathered

5. In an effort to identify ways of improving the diversity of governing bodies, to better reflect the population of their school and their community, Members recognised it would first be necessary to clarify their current level of diversity. In considering the best way to do this, the Committee were informed of the planned work of the Governor Support & Development Service to upgrade their database and check the validity of the information currently held on each Governor. The Committee recognised the opportunity to support this work and at the same time gather information pertinent to the objectives of this review.
6. The Committee drafted a survey which would identify the age, gender, ethnicity, skills, and economic background of all current school governors. For example, to understand the correlation between the governing bodies of the schools within each ward and each ward's local community, the ethnicity information provided by governors was grouped on a ward basis and then compared to the ethnic balance of school pupils within each ward.
7. The survey was sent out to all 1090 Governors at the beginning of January 2008 and 1050 responses were received. The data was then fed into the database to generate a number of reports for the Committee's consideration at their meeting on 26 February 2008.
8. The Committee also held an informal consultation session for Governors on 26 February 2008 and those who had indicated an interest in participating further in this review were invited to attend to give their views.

Issues Arising

9. It was clear from the results of the survey that there were a number of questions that a majority of governors had chosen not to answer. For example, it was not possible to carry out a true comparison between the governor responses and the ethnic balance of pupils within York schools due to the limited number of governors who chose to answer that particular question. At the consultation session, the Committee took the opportunity to investigate why that and other questions had not generated a response. They identified that some Governors were still unclear as to the reasons for the survey, and others felt some of the

questions were intrusive and that by giving a response it could not benefit their ability to successfully carry out their role - see Annex A for those comments and the committee's responses.

10. Some governors provided additional information in their completed survey and this has now been collated and is attached for information at Annex B.
11. Irrespective of the completeness of information provided by governors, it is recognised that if governing bodies are to truly reflect the local community and attract a more diverse mix of individuals to the role, the Committee will need to identify improved methods for advertising all types of governor vacancies and ensure that these are accessible by hard to reach groups within local communities.

To identify ways of increasing the number of Community Governors

Information Gathered

12. In considering ways to increase the number of Community Governors, Members recognised the need to identify the reasons why governors stand down and why some schools have a bigger turnover than others.
13. As a result, Members suggested that the Governor Support & Development Service issue an exit questionnaire to governors standing down so that the information gained could be used to highlight any issues within the governing body, or with the training / level of support provided.
14. A draft of the exit questionnaire was considered by the Committee at their meeting in January 2008 and following a number of amendments was sent out to all governors who have resigned since the start of the academic year 2006-07. Feedback will be provided by the Governor Support & Development Service Manager on any completed questionnaires received, at this meeting.
15. Members also acknowledged that some governing bodies may be more successful than others at finding community governors. They recognised that the level and type of support available to new community (and parent) governors by existing governing body members, could directly affect whether individuals were attracted to the role. It was clear from the feedback at the consultation session that different governing bodies used different methods and the Committee considered how best to gather information on the different methods used.
16. It was agreed that this interim report explaining the work of the Committee be presented at a full governors' meeting of each school, together with a questionnaire (shown at Annex C), requesting further information to support the review. The results and any ideas etc could then be shared with all governing bodies at the end of the review.

Issues Arising

17. The Governor Support & Development Service Manager has advised that each Governing Body will be holding a full governor's meeting during the next half term (7 April – 23 May 2008). In order to allow them the opportunity to consider the report and complete the questionnaire, the deadline for responses could be set as 19 May 2008, as it is likely that a majority of full governor's meeting will be held before the last week of half term. This should allow sufficient time for the responses received to be collated for presentation at the meeting of this committee scheduled for 27 May 2008.

To identify ways of increasing community involvement with Governing Bodies

18. In order to identify ways of increasing community involvement with Governing Bodies, Members agreed it would be necessary to understand the methods used and level of involvement attained currently. Questions have therefore been included in the Governing Body questionnaire in order to gather the relevant information.

Investigate ways of maximizing the skills that individual members of governing bodies bring to their role

Information Gathered

19. A number of questions were included in the survey for individual school governors to identify their current skills and what additional training they require to support them in their role. Indirectly, the information they provided would also highlight the skills that were available but not currently being utilised, and those which were lacking within each governing body.

Issues Arising

20. As the information provided by the individual governors is covered by the Data Protection Act, this Committee has been very careful not to request statistical information which could identify individual governors i.e. information was not requested on a per school basis but instead on a ward by ward basis.
21. However, the changes that were instigated to the Governor Support & Development Service database to support the work of this review, will allow the Governor Support & Development Service team to look specifically at the members of each governing body to identify gaps in the skills currently available within each governing body and identify any future training requirements. The information on the database can also be provided to Governing Bodies on request to assist them with their skills audit and to inform their discussions about their training needs, in conjunction with the governing body self-review exercise that many are carrying out.

22. The Governor Support & Development Service Manager will also use the information to help when placing new governors into Local Authority governor vacancies (or community where appropriate), and all new governors appointed, will then receive all of the relevant training identified, to enable them to fulfil their role.

Options

23. Having considered the information contained within this report and associated annexes, Members may decide to:
- i. Carry out further consultation with Governing Bodies
 - ii. Identify any additional questions to be included in the questionnaire
 - iii. Identify improved / alternative methods for advertising all types of governing body vacancies

Implications

24. Financial – In order to support the work of the review as described in this interim report, additional funding over and above the available budget was required. Following a formal request to SMC that funding was made available.
25. There are no known Legal, Equalities, HR, implications associated with the recommendations within this report.

Corporate Priorities

26. Although the remit for this review does not fit directly with any of the Corporate Priorities, it could indirectly have a positive effect in relation to Corporate Priority No.7 – 'improve the life chances of the most disadvantaged and disaffected children, young people and families in the city'.

Risk Management

27. Without the thorough engagement of current governors the findings from this review could be limited which in turn, could have a negative effect on the number of new applicants. It is recognised that some schools have difficulties in attracting community governors and therefore it is important that governing bodies are supported in attracting applicants for vacant seats, and retaining governing body members.

Recommendation

28. In light of the above options, Members are asked to:
- i. Note and provide comments on the interim report
 - ii. Agree any amendments to the governing body questionnaire

Reason: To ensure work can proceed as planned for this review whilst complying with scrutiny procedures, protocols and workplans.

Contact Details

Author:

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Scrutiny Services
Tel No.01904 552063

Chief Officer Responsible for the report:

Dawn Steel
Democratic Services & Scrutiny Manager

Interim Report Approved

Date

17 March 2007

Wards Affected:

All

For further information please contact the author of the report

Background Papers: N/A

Annex A – Governors comments and Committee responses from the Consultation Session

Annex B – Additional comments provided by Governors via the survey

Annex C – Draft Governing Body Questionnaire & Covering Letter

Governors Consultation Session

Held Tuesday 26 February 2008

Comments & Responses

Governors Comment

Surprise and disappointment at being asked to provide the personal information requested in the survey, particularly from those who had been a Governor for a long time, as it was felt this information was already known.

Response

In cases where individuals had been governors for many years, the information originally gathered when they first became a governor had never been recorded electronically. For more recently appointed governors, only some of the personal information they originally provided had been entered into the database due to the restrictions of the electronic system.

The database has recently been upgraded and the Governor Support & Development Service needed to populate the improved database. It was deemed prudent to supplement the survey due to be issued as part of the current Education Scrutiny review to gather all the current and up-to-date information, rather than take the time to gather in all the original documentation kept on file to abstract the relevant information.

Governors Comment

Some of the questions were intrusive e.g. year of birth, ethnicity, socio-economic background

Response

As the Local Education Authority, City of York Council is committed to equality. One of the Council's priorities is "to ensure that all residents can take part in the life of the city" which is supported through actions to "work towards equal opportunities for all".

The Council has a comprehensive Equality Policy which includes the aims to:

- create opportunities for representatives of all sections of the community to participate in the work of the Council
- make a commitment to fair recruitment and employment policies.

An applicant for the role of local authority governor would be expected to provide equality information as part of their application for the role. It is the Council's policy to ask all job applicants to complete an equality questionnaire as part of their application. This information is not used in the selection process but is instead used to understand whether our recruitment policies are attracting a true cross section of the community. If this was found not to be the case the Council would revise the way in which jobs are

advertised to ensure equality. This same understanding is relevant within the Governor Support & Development Service.

Other types of governors do not complete an application form in the same way. Instead, once they have been appointed, they are sent a welcome pack which includes a printout from the Governor Support & Development Services database with a request that they provide all the relevant information. At the present time they are not obliged to provide this information but it is expected that future legislation will support this move.

In regard to the question on ethnicity, a recent report from the ODPM identified York as having one of the fastest growing Black, Minority & Ethnic communities in the country. It is known that all York schools have minority ethnic pupils, and although it was thought that the Governing Bodies of York schools reflected their local community, there was no evidence to support this. The survey presented the opportunity to confirm this understanding.

In regard to the age, and socio-economic background questions, it is recognised that historically the role of governor has attracted middle class, middle aged applicants. To encourage a more diverse mix that represents the school's local community, we need to identify the barriers. For example language, work commitments, childcare issues. At the meeting, many governors explained methods that their governing body uses to address these issues e.g. provision of crèche facilities, a buddy system for new governors and holding meetings during extended school hours.

Additional Comments Provided By Governors On Their Completed Surveys

Qu6. **Does Core Training Provide all of your Training Needs?**

YES	NO
161	62

Qu7. **What form of training do you prefer?**

Whole Governor Body Training

Distance Learning

On-line Training

Other - please specify...

Individual as required

Focus groups

courses run by LA

conferences

paper based

college based

workshop/practical

content is important

be specific per Gov Body

Web based

courses as currently

core training package for all govs

selecting relevant courses at convenient times

Number
231
39
96
3
7
5
3
2
2
1
1
1
1
3
1
1

Qu11. **Do you feel the economic balance on your governing body reflects the economic balance within the community local to your school?**

YES	NO
213	106

Qu12 **Do you feel the ethnic balance on your governing body reflects the ethnic balance...**

a) amongst pupils at your school

b) within the community local to your school

YES	NO
275	64
264	66

Qu 6a. If Core Training does not provide all your needs what improvements could we make?

Training to understand forms and legal responsibilities
 Talk to the governors of the school to see what they need
 Be updated at same time as Headteacher with new developments
 Increase daytime opportunities
 More central location
 Training needs to have a more practical application
 Difficulties for 1 person to attend the training and then feedback to rest of the governing body
 Further development courses needed
 Good to learn from experience eg governing body
 Training cancelled due to low numbers, more info needed on interviewing prospective staff etc
 Access to courses due to full time working, therefore on line courses with tutor would be good
 Make all training available online and improve the website
 Current health issues make it difficult to attend training courses
 Clearer understanding of role of governor needed
 Last course was cancelled which was frustrating
 Training sessions need to be more forward and discussion led rather than powerpoint presentations
 More convenient times needed
 More in depth training needed for continuing governors
 More local in house training would be beneficial
 More courses focused on secondary education
 More appropriate training to knowledge level of governors
 Training courses cancelled too frequently
 Understanding of key deliverables eg what key actions and levels of input for a governor
 How to make better use of financial reporting systems
 More in depth training needed on a range of issues
 More choice of venue, more in depth training on specific issues
 Less cancellations and ensure all trainers are fully qualified
 More courses aimed at secondary school
 More finance training needed as this is vital to understand school budget
 More in depth training needed
 More sessions for secondary schools
 meetings of governing bodies from similar schools to share ideas
 Daytime courses preferred
 More capsular evening courses in accessible venues
 Provision for subject updates and legislation changes before they happen
 Less cancellations of training sessions
 Hold GB training together
 More use of online references
 Opportunities for governing bodies to work together
 More sessions on secondary schools
 Training sessions at the weekend if possible

More notice regarding training sessions
catch up' groups for people who have missed training sessions
More courses during the day
Formatting of some courses are not appropriate
More secondary school courses
More daytime and evening courses
More daytime and evening courses
Video downloads/CD's maybe more helpful as when you miss a course it is hard to catch up
More training aimed at secondary schools

Specific primary school courses not mixed with secondary so can be more focused
More central locations for non-drivers and daytime courses
Sending out leaflets for training sessions on time and less cancellations
more daytime training
Training on School Development Plan

Qu 8. What additional training do you need to support you in your role as a Governor?

Help understanding jargon / and constantly changing political requirements / & changing means of assessment

To be kept up to date with new requirements / Law etc.

To fully understand my role as a parent governor, chair of finance committee & link governor for numeracy.

Procedures and who to contact with regard to issues with Headteacher and staff

Heads & Chairs working together / Work life balance

Clear indications of how to run a years work and info on new responsibilities, eg examples of good practice

Further training eg education budget, law relating to governors

Time management training

Understanding and overview of what is appropriate at the time you become a governor

Experience and knowledge of other parent governors would help

Further guidance on monitoring and evaluation role

Training on special needs if possible

Financial/budget training needed

Timely updates on key government initiatives required

Availability of training is more important than the content at present

Refresher courses to keep informed of updates

Specialised training event courses and new curriculum issues

Better access to LA officers and their work

health and safety training

refresher courses to keep up to date

more support with financial requirements

training specific to ones own school would be beneficial

Governor body training to understand the role of the governor

better links with the community

curriculum issues

Awareness bulletins

Question and answer sessions prove very useful

Short policy updates or key briefings

More financial training

understanding of the school budget

Marketing in how to increase school volunteers

Help in understanding the role of governors in church schools

Developing the role of a new governor and integration into the GB

Special needs and disability equality

practical skills in how to monitor school effectively

Working with children course

Continual updating on curriculum and legislation developments

ongoing refresher training

Roles and responsibilities of personnel chair

Ongoing changes to legislation

More computer based courses because of time constraints

Child protection training courses to get more involved and qualified

Role as curriculum committee chair

Health and safety updates

Opportunities to observe teaching sessions, eg videos at home

More insight into budget flow charts

Updates on government legislation as and when required

Training on bullying, as this has been cancelled

To be kept up to date with educational developments

help in integrating old and new governors

Regular e-mail updates about new responsibilities of governing bodies

understanding financial spreadsheets

new initiatives/change to law

dealing with practical issues and developing problem solving skills

link governor - lesson observation technique and do's and don'ts

Qu 14. We would be pleased to receive any further information you consider would be pertinent to this review.....

If Community Govs increase, don't do it at the expense of other categories of governor.

Ensure Governing Body competent to discharge its duties and responsibilities

Use of school building by community outside school hours (eg. Lettings)

Inviting community to give talks in schools and pupils going out to community such as fire station

Responsibilities and time commitment are making it harder to recruit community governors

There is an expectation to undertake training, this prevents people from undertaking the role

Increasing amounts of paperwork and time required to keep up to date is hard to do

A need to get more local people involved, especially in deprived catchment areas

Governor conferences a useful way to network and are more informal and conducive than a classroom environment

More use of the individual governors should be made to fully represent views of the community

A need to share skills between more governing bodies is needed as York becomes a more multicultural society

Possible problems with composition of the governing bodies in York, some objectives could be construed as contradictory and contentious

Impossible for voluntary governance to fully reflect the community as time and money constraints ensure governance only available to a minority

Whole system needs reviewing, voluntary service is not the way to govern children's education

LA governors struggle to attend meetings and do not get fully involved

To promote the role of school governors would be helpful

Governors have an increasing amount of work for which they are rarely appreciated

Need to raise the profile of community governors

A need to increase community involvement and recruitment of governors without children

Less education red tape would increase the efficiency of the governors

Relevant ethnic minority groups would be useful to gain insight into these communities

Excessive workload and responsibilities prevent new people from being recruited

More guidance on ways to work with the community would be helpful

School meetings are very formal, these could be made more informal to increase participation

Skills are more important than ethnicity and possible payments for increasing the number of community governors

A need to increase the number of minority governors

Using local groups such as dance/church to enhance involvement in schools

having difficulty recruiting governors

better promotion of the role of school governors to parents to enhance interest and recruitment

Better use of the internet and postal service to gain more views in decision making rather than having 'physical meetings'

Increase the number of ethnic governors to reflect number of children at school

Maybe a person specification form could be used to recruit governors as there is in the job market

The LA should represent governors with government as we have a large workload and time constraints

More publicity and advertisement for community governors

Childcare should be paid for by the governing body to increase number of parent governors

canvas local area to recruit new governors

More encouragement to school governors to attend regular meetings and training

Useful to work with the governance service to increase number of community governors

Only way to aid recruitment would be to pay the governments centrally (not from school budget)

There is a need for a 'geographic community' rather than a religion based one

Should hold on to parent governors by making them community governors

provide marketing guidance for local schools and promote school facility usage in the community

Governors should not be allowed to serve more than 2 terms unless approved by other members of governing body

There is a need for full time workers to become governors

Increase the number of parents from lower socio economic groups by introducing them to groups who can help the participate in being a governor

Inbalance of priorities on governing body, so need to increase number of non parents as governors

Need to have a more diverse community involvement

Need to encourage older adults by holding open days at the schools

To much red tape is preventing governors from having their own opinions

proactively approach community groups and ask for volunteers

Governors need to be encouraged to use their talents

More publicity eg York radio regarding community governors

Active recruitment campaigns, targeting existing individuals and groups

Advanced skills courses for LA governors would improve personnel knowledge

Governing body is to large, could lead to problems with disputes over influential posts

role is prohibitive due to large amounts of paperwork

More support needed for low educational achieved parents as may feel intimidated to apply, childcare expenses also another deterrent

Diversity of governing bodies is not applicable to York

Our faith school already reflects our local area and immigrant population

Community governors would like to see local business involvement

To much red tape is stopping parents becoming governors

Must not forget that parent governors are usually representative of the community

Do away with maximum numbers of governors and encourage schools to have more associate governors

Increasing representation from working class parents

run articles in local press about what governors do

amount of written material sent to governors could be off putting

When resources in schools are limited it's a concerning to see them being diverted

I consider some of these questions are not ethical

I do not answer questions on ethnicity

**Chief Executive's**

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4 April 2008

Dear Governors

In recent months the Education Scrutiny Committee have been working closely with the Governor Support & Development Service, to carry out a review of School Governors. In particular the review is looking at ways of encouraging an improved level of community involvement and of maximizing Governor's diversity and skills.

We recently wrote to all governors explaining the work of the Committee enclosing a survey, and were pleased at the high number of responses received. However, although a majority of Governors responded, not all the questions on the survey were completed.

We recognised that there may be a numbers for reasons for this and at a recently held consultation session, we took the opportunity to explain fully the objectives of the scrutiny review and the reasoning behind the questions in the survey, and to get some feedback from the governors present. The Education Scrutiny Committee has now produced an interim report detailing the work completed to date on this review, a copy of which is attached for your information.

To progress this review further, the Committee will be focusing on promoting community cohesion. We would like to invite each governing body to consider the interim report at their next full governor's meeting and provide collective feedback by completing the attached questionnaire (to be returned no later than 19 May 2008).

Your help in providing the information required to carry out this review is crucial to the process and we wish to ensure you that your individual identities will remain confidential throughout.

Yours faithfully

A handwritten signature in black ink, appearing to read 'M. Carr'.

Melanie Carr
Scrutiny Officer
Scrutiny Services

YORKPRIDE



School Governing Body Questionnaire

1. Name of School.....

Parent Governor Vacancies

2. Do you have difficulties attracting parents to the role of Governor? **Yes / No**

3. What provision do you make to enable parents to take on the role of Governor?

- Provision of Crèche Facilities
- Governor Buddy Support System
- Varied meeting days and times
- Meetings arranged to coincide with available extended service childcare provision
- Other (please specify below)

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Community Governor Vacancies

3. Do you have any community governor vacancies? **Yes / No** If so, how many.....

4. How long have these posts been vacant ?.....

4. What difficulties have you experienced in recruiting Community Governors?

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5. From what sources do you seek Community Governors?.....

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School / Community Cohesion

6. Do you think the composition of your governing body reflects the school's local community? **Yes / No**

- 7. What involvement does the local community have in the life of your school?.....
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- 8. How do you communicate with the school's local community?.....
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- 9. How do you communicate with hard to reach groups in your local community ?
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- 10. How do you consult the school's local community ?
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- 11. Are you aware of any need within the school's local community that the school could help to meet?
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Extended School Provision

- 12. In what ways does your local community make use of your school's facilities?.....
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- 13. What additional use of your facilities would you like to make available to your local community, and what are the constraints on providing it?.....
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Additional Information

We would be pleased to receive any further information you consider would be pertinent to this review.....
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All information provided via this questionnaire will remain confidential within the Governor Support & Development Service. It will not be shared with any other Department within City of York Council or any third parties, but will be used collectively with other responses to inform the ongoing Education Scrutiny Review.

If you require a large print copy of the questionnaire, please contact:

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Scrutiny Services
City of York Council
guildhall
York
YO1 9QN
Tel No. 01904 552063

A summary of this information can be provided in your own language.

এই তথ্যটুকুর সারাংশ আপনার নিজের ভাষায় অনুবাদ করে দেওয়া যাবে। (Bengali)

我们能以您的語言提供些信息的摘要 (Cantonese)

Streszczenie tych informacji może być zapewnione w Twoim języku ojczystym. (Polish)

Bu bilginin özetini kendi dilinizde almanız mümkündür. (Turkish)

ان معلومات کا خلاصہ آپ کی اپنی زبان میں بھی مہیا کیا جا سکتا ہے۔ (Urdu)



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