

**Table Showing Different Governor Types & Recruitment Responsibilities**

Category Type	Responsibility For Recruitment of Governors	Support Currently Given By The School Governance Service
Staff	This is the responsibility of the Headteacher. However, occasionally there are difficulties	Advice only – suggest that headteachers consider membership of the GB as part of performance review in terms of job enhancement. Teachers and other staff can learn a lot by joining a governing body and this may be seen as a way of broadening their knowledge of education and the management of the school.
Local Education Authority	Arrangements for these are the responsibility of the School Governance Service. The School Governors One Stop Shop (SGOSS) occasionally send good applications through when they have someone who is wanting to be a governor in York. This is a government-funded agency which was originally set up to help LAs where governor vacancies were a major problem (this did not include York).	
Parents	Recruited by the school – governing Bodies need to be proactive in getting to parents' meetings and talking to prospective candidates prior to an election.	Provision of an information stand and information leaflets for parent evenings. Also, Succession Planning is a tool to try which would reduce the time lag between a parent governor leaving at the end of his/her term of office and a new person being elected.
Community	Appointed by the governing body and it is up to them to find suitable candidates. In practice, however, some schools stall on this and struggle.	The Governance Service can help if applications are received from individuals who want a particular school or area - but because finding LA governors is the responsibility of the Service Manager, and one of the service's performance indicators, filling LA vacancies takes priority. The service can help with advice.....but really it is up to the school to consider recruitment strategies.

Foundation	Appointed by the church or foundation and they are quite good at finding new candidates	Provision of leaflets if requested.
Sponsor	Sponsor governor places are in the instrument of government and intended to be filled from a named source, such as a Company or Trust. Where a company is named, the school will let them know if the governor leaves and it's then up to the Company) to get a governor to fill the vacancy.	
Associate	Associate members are not governors, they are members of governing bodies who are not part of the constitution (ie not included in the instrument of government). They are usually appointed by the governing body to bring specific expertise for a limited period of time – e.g. to sit on a working party to look at a specific issue. They can be given limited voting rights where they serve on committees and these rights are decided by the full governing body and may be withdrawn at any time. There is no requirement for governing bodies to have associate members and so there is no need for any involvement in recruitment.	