

Future Chairs Recruitment Service



The Future Chairs Recruitment Service helps boards with the vital task of recruiting a high calibre individual who has the potential to become a chair, vice-chair or committee chair within a year of joining a school governing board. The service identifies and recruits skilled and experienced individuals from within and beyond the education sector who are interested in this opportunity.

Succession planning

While all boards should have succession plans in place and develop future leaders by identifying and nurturing talent, boards should not hesitate to recruit externally to fill a gap in their succession plan where they do not already have a suitable skilled individual on the board.

This approach can apply to the roles of vice-chair and committee chairs as well as chair of governors. This might be particularly appropriate where the school is engaged in a period of transformation, such as expanding, forming a federation or joining a MAT.

Benefits of using the service

- Access a pool of skilled and experienced individuals, including:
 - * Board level and chairing experience
 - * Strategic leadership
 - * Performance management of senior leaders
 - * Strategic plan design, development and implementation
 - * Corporate governance and accountability
- Be supported through the recruitment process.
- Access training and development opportunities
- Improve the outcomes for children at your school.

Who are we looking for?

Inspiring Governance is keen to work with schools, governing boards and MATs that are interested in recruiting a governor or trustee with the right blend of skills, experience and attributes to become a vice-chair, chair of a committee or chair of governors as part of their succession plan.

Find a Future Chair

1	It all starts with a simple registration form at www.inspiringgovernance.org , in which you tell us about your school, the type of governor and skills you are looking to recruit, and that you have future vacancies in chairing roles.
2	Once you register you'll be able to search a pool of volunteers in your local area who are interested in becoming governors or trustees. The Inspiring Governance team will also proactively search for suitable candidates for you to consider for your chair vacancy. We will put candidates in touch with you and support your appointment process.
3	<p>If you and the volunteer decide to go ahead, you'll want to go through your normal interview process to check that</p> <ul style="list-style-type: none"> • they're clear about the roles and responsibilities • their skills and experience match with what the board is looking for • you feel they are a good fit for the school and board <p>You can arrange everything, including the time and place, through the Inspiring Governance online platform. Please note you will still need to carry out an enhanced DBS check; this is not done through the service.</p>
4	If the candidate is suitable for the role, you'll offer a place on the governing board, and appoint them as part of a succession plan to take the chairing role in the future. Of course, not every volunteer is the right one, so we will continue to support you until you find a match.
5	<p>If you recruit, that's great! New governors and trustees will be able to access a range of support from the NGA, and for future chairs this will include:</p> <ul style="list-style-type: none"> • a dedicated telephone and email support line to walk them through their first year • a complimentary copy of NGA's Welcome to Governance induction guide • access to NGA's online guidance centre containing a wealth of governance resources • access to free e-learning induction modules with NGA Learning Link • membership of the Young Governors' Network for volunteers under the age of 40 • a complimentary copy of NGA's Chairs Handbook • access to an experienced chair to act as a mentor • the opportunity to join a NGA Leading Governance course

Interested in finding out more?

Get in touch:

Simon Richards
 Chairs Development Manager
 National Governance Association
 t 0121 237 3780
 e simon.richards@nga.org.uk

Tamanna Ali
 Inspiring Governance Manager
 Education and Employers
 t 0207 566 4882
 e enquiries@InspiringGovernance.org

