

# Recruitment of Proprietors, Governors, Trustees and Volunteers Policy



GREAT WALSTEAD  
SCHOOL

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Tick which category this document refers to:

ISI requirement to be made available	
ISI requirement to be on website	✓
Internal staff only	
Internal students only	
Internal staff and students	
Statutory requirement to have on website (non ISI)	

## **1. General**

Great Walstead School ("the School") is committed to ensuring the best possible environment for the children and young people in its care. Safeguarding and promoting the welfare of children and young people is our highest priority.

The School aims to recruit volunteers and governors that share and understand our commitment to the aims of the School.

All queries on the School's general recruitment process must be directed to the School's HR Officer.

## **2. Recruitment of Governors and Trustees**

As Trustees of a registered charity, the Governors of Great Walstead School are responsible for the selection and appointment of new Governors. This is a legal responsibility that cannot be delegated, although we encourage members of the Senior Leadership Team (SLT), and other senior staff or those who are close to the school, such as parents, to suggest the names of potential candidates. As Charity Trustees we are aware of the importance of identifying the appropriate mixture of skills and experience that we and our successors need to manage the multi-faceted affairs of a modern school which is also a Limited Company, a medium sized business and an important local employer, with some 150 employees.

All Governors complete a selection process, which requires the submission of a completed GWS application form, an interview with the Chair of Governors and a meeting with the Head. Every Governor has an enhanced DBS check, barred list check and prohibition from management check. Each appointment is made by the full Board for period of 5 years. The school arranges for all new Governors to receive a thorough induction in child protection and in the compliance and fiduciary duties of governance. New Governors spend a day at the school in order to meet the key staff and to gain an insight into the curriculum and to meet groups of pupils. The induction process includes a further meeting with the Head, a tour of the School and a full briefing on the School's Strategic Development Plan (SDP).

### **2.1 Governor's Selection process**

#### **2.1.1 The Initial Stage**

When a potential Governor has been identified, who has expressed an interest; they will be invited to visit the school and to meet the Head informally, and to have a tour of the school. If the Chair of Governors is not present at that stage, they will probably arrange a separate informal meeting, perhaps in the company of another, experienced Governor. Our aim at the informal meeting is to ensure that every prospective Governor has a clear understanding of the commitment expected of them, in terms of time and attendance and is given sufficient material about the school that is in the public domain (prospectus, latest ISI Inspection Report, Statutory Accounts and Annual Return for the previous year) to allow a well-informed judgement to be made before committing themselves to the appointment process. At the informal meeting, potential candidates will be briefed about the range of statutory checks that are required as part of the appointment process.

#### **2.1.2 The appointment process**

The second step is to invite the prospective Governor to submit a copy of their completed GWS application form under a covering letter to the Chair of Governors. Prospective Governors are interviewed by two or three senior Governors, who will recommend all appointments to the full Governing Body. Care is taken to select Governors

who are prepared to serve for a minimum of five years (which is the normal length of a term of appointment), and to be prepared to commit the time necessary to get to know the school.

All new appointments are formally recorded in the minutes of the Board, and a formal letter of appointment is sent by the Chairman, which specifies the term of the appointment, the total tenure for a Governor, and, if appropriate, the sub-Committee(s) to which the new Governor has been appointed.

### **2.1.3 Safer recruitment checks**

The HR Officer and Clerk to Governors at Great Walstead School will make arrangements to obtain the following before their appointment is confirmed:

1. an enhanced DBS certificate;
2. prohibition from management check;
3. if the governor will be undertaking a regulated activity, a barred list check;
4. evidence of their entitlement to work in the UK, where relevant;
5. confirmation that they are not disqualified from acting as a Charity Trustee or Company Director, for example by virtue of an undischarged bankruptcy;
6. evidence that the governor has not been prohibited from participating in the management of independent schools;
7. a declaration that they are not disqualified from providing childcare under the Childcare (Disqualification) Regulations 2009, if required
8. The Clerk to Governors will register the appointment to Companies House and the Charities Commission will be updated
9. Satisfactory references which will be verified

Governors will also have to sign to say they have read the latest edition of Keeping Children Safe in Education and Great Walstead's Safeguarding Policy. They will be asked to take the online training 'The Prevent Duty' and to complete an online safeguarding course. All the paperwork is handled by HR Officer and the Clerk to the Governors.

## **2.2 Checks regarding the Proprietor and Chair of Governors**

If the Chair of Governors, is to change, the school will ensure that the Department for Education obtains an enhanced criminal records check, and checks both the individual's identity and right to work in the UK before he or she takes up the appointment. Further overseas checks are required if the person lives or has lived outside the UK. The Chairman's disclosure application has to be made by the DfE; the school cannot handle it as they would for all other Governors. So, even if a Governor, whom the school has already checked, becomes Chairman, the DfE has to make yet another check.

## **3. The recruitment of other volunteers**

### **3.1 General**

Volunteers at our school bring with them a range of skills and experience that can enhance the learning opportunities of pupils. The Board of Governors therefore, welcomes and encourages volunteers from the local community to assist in its day to day running. The kinds of activities that volunteers may assist with are hearing pupils read, working with small groups of pupils to assist them in their learning, working alongside individual pupils, as an additional tutor, or accompanying school trips.

Volunteers will be recruited and vetted via the process set out below. Volunteers who take part in a regulated activity will be subject to safer recruitment checks.

### **3.2 Recruitment**

Volunteers will be subject to an informal recruitment process which will involve a meeting with the Head of Section to discuss the requirements of the School and the skills of the volunteer. The purpose of this meeting will be to understand whether the prospective volunteer has any previous relevant experience and find out whether the expectations and requirements of each party meet and whether there is a volunteering opportunity at the School.

Any volunteering placement may be offered subject to the following checks, if relevant:

1. Application form;
2. an enhanced DBS certificate;
3. if the volunteer will be undertaking a regulated activity, a barred list check;
4. evidence of their entitlement to work in the UK, where relevant;
5. confirmation that the volunteer has not been disqualified from participating in the management of independent school, if required;
6. a declaration that they are not disqualified from providing childcare under the Childcare (Disqualification) Regulations 2009, if required;
7. depending on the nature of the role, the volunteer may also be asked to sign a confidentiality statement;
8. references will also be obtained and verified

### **3.3 Induction**

Volunteers will be provided with an Induction Pack which contain the following, documents upon commencement of the placement and they are requested to sign a declaration to confirm that they have read and understood the contents:

- Code of Conduct Staff Guide
- Dignity at Work Policy
- Equal Opportunities Policy
- Child Protection Safeguarding and Welfare of Pupils
- Whistleblowing Policy
- Behaviour Policy
- Anti-Bullying Policy
- Online Policy for Students and Staff
- Keeping Children Safe in Education
- Health & Safety Handbook