



# Recruitment

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Governors Briefing  
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# RECRUITMENT FOR GOVERNORS



**The role of governors on recruitment panels and the importance of Safer Recruitment training.**

**Supply Agencies**

**A strategic approach to reducing recruitment costs**

- **New routes into teaching**
- **Retention**
- **Succession Planning**

# RECRUITMENT FOR GOVERNORS

**The role of governors on recruitment panels and the importance of Safer Recruitment training.**

## **Key Role for Governors:**

- **To help leadership assess the suitability of the candidate**
- **To ensure as far as can be assessed that the appointment is safe**



# RECRUITMENT FOR GOVERNORS

## To help leadership assess the suitability of the candidate

- **What types of recruitment should you be involved in?**
  - **Leadership?**
  - **Middle management?**
  - **Teaching staff?**
  - **Teaching support staff?**
  - **School administration posts?**
  - **Site management posts?**



# RECRUITMENT FOR GOVERNORS

## Leadership, Middle Management & Teaching Posts Assessment

- **Shortlisting**
- **Interview panels**
- **Observations**
- **Planning**
- **Observations on observations & feedback**
- **Data Analysis**
- **Financial Analysis**
- **Assemblies**
- **Pupil panels**
- **Presentations**



# RECRUITMENT FOR GOVERNORS

SHORTLISTING REVIEW - CANDIDATE NAME:	
	COMMENTS
CANDIDATE RATING	
OUTCOME	
EDUCATION AND DATES	
EMPLOYMENT AND DATES	
REFERENCES - LAST HEADTEACHER AS REFERENCE - BUSINESS EMAIL ADDRESS FOR CONTACTS - I.E. NOT HOTMAIL ETC	
SPAG - SPELLING, PUNCTUATION AND GRAMMAR	
DFE DATA	
MOST RECENT OFSTED REPORT	
QUERIES	



# RECRUITMENT FOR GOVERNORS

## Assessing the suitability of the candidate

- **Pedagogy**
- **Attitude** (towards education, children, the curriculum etc)
- **Motivation** (to leave current job, to choose your school and your post)
- **Presence and presentation** (level of confidence and ability to inspire)
- **Articulation** (clear, concise, succinct communication)
- **Preparation** (commitment, planning, logic)



# RECRUITMENT FOR GOVERNORS

To ensure as far as can be assessed that the appointment is safe

- **Safer Recruitment Workshop**
- **Sign up for the next sessions if you haven't done this element of Safer Recruitment training**
- **Refresh if it's been a long while since you attended the last workshop – there are always new things to learn**





# RECRUITMENT FOR GOVERNORS

## Supply Agencies

- **For good or evil ?**
- **What are the issues ?**
- **NQT recruitment – what are we doing @ Crinkle ?**
- **What are the government doing ?**



# RECRUITMENT FOR GOVERNORS

## A strategic approach to reducing recruitment costs

- **New routes into teaching**
- **Retention**
- **Succession Planning**



# RECRUITMENT FOR GOVERNORS

## **New Routes into Teaching**

- **SCITTs (School Centred Initial Teacher Training)**
- **Teacher Apprenticeships (grow your own or recruit a graduate)**
- **Straight to Teaching QTS**
- **School Direct QTS**



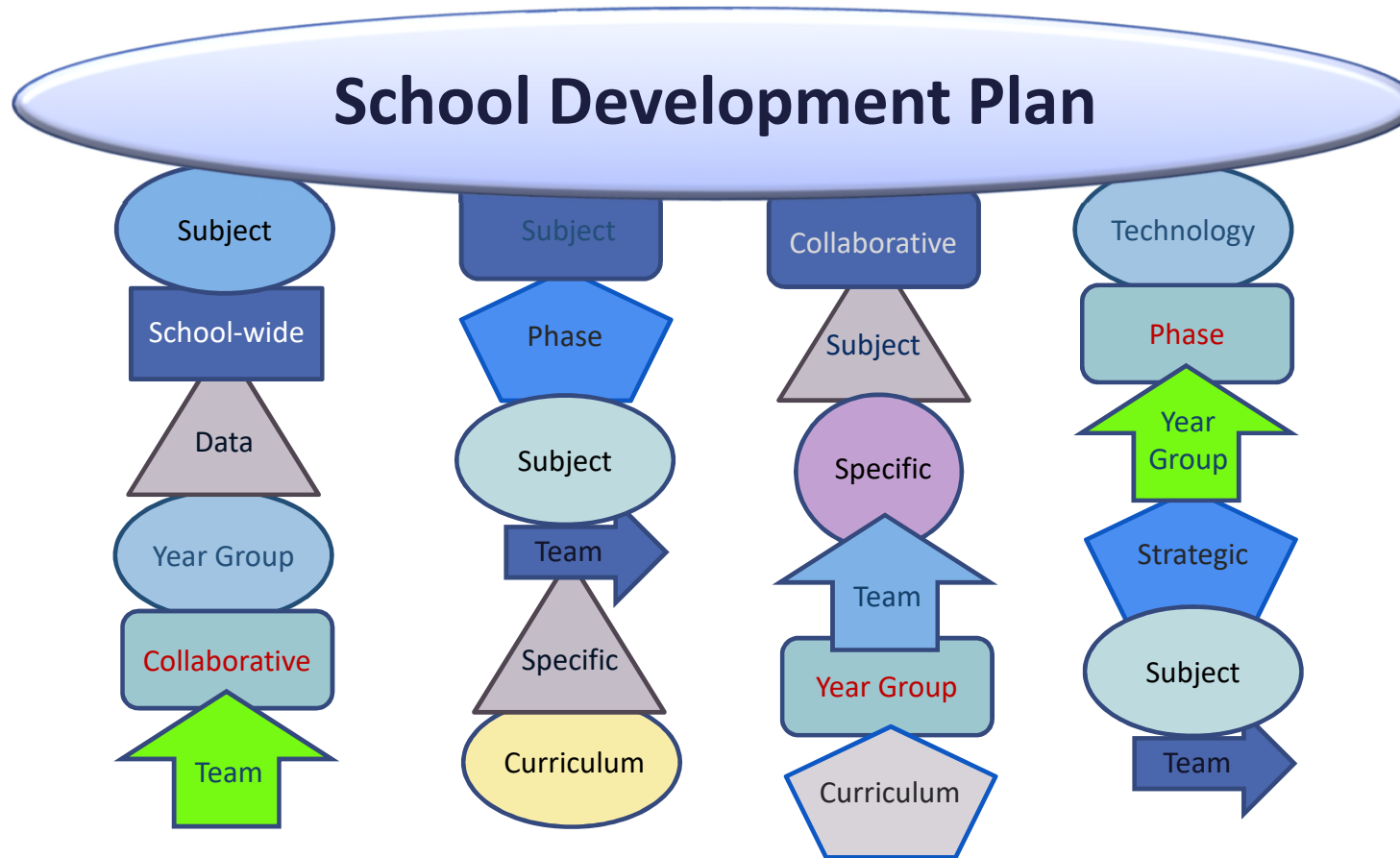
# RECRUITMENT FOR GOVERNORS

## Retention

- **Performance Pay**
- Performance Management
- **Professional Development**
- Career Progression
- TLR 2's – project based / action research / whole-school initiatives
- **Creative objectives and opportunities**



# RECRUITMENT FOR GOVERNORS



# RECRUITMENT FOR GOVERNORS

## Succession Planning

- **Defined, planned, implemented and robust retention strategies**
- **Leadership and middle management structures that are fit for today and tomorrow**
- **Truly distributed leadership supported by governance**
- **Leadership and middle management capacity and capability building**
- **Mentoring and coaching capability**

*Creating, developing and sustaining a progressive 'systems school' Learning Organisation means you can expect to lose good people – **but you will attract the best people***



# QUESTIONS



- **What haven't we covered?**
- **What else would be useful?**

