



CABINET REPORT

Date Written	11 th June 2021
Report Author	Gary Winston/Sue Walker
Service Area	Learning
Committee Division	Portfolio
Exempt/Non-Exempt	Non-Exempt
Committee Date	14 th July 2021

To: Chair, Ladies and Gentlemen

Appointment of Local Authority (LA) Governors

1.0 SUMMARY OF THE REPORT

- 1.1 The local authority is required to publish criteria which are to be used for the identification and appointment of LA Governors.
- 1.2 The proposed process would see a panel set up to consider applications for LA Governors based on a skills matrix.
- 1.3 The panel would meet termly to consider vacancies that will arise the following term.

2.0 RECOMMENDATION(S) that

- 2.1 The process of appointing LA Governors, as outlined in the report, be approved.

3.0 INTRODUCTION AND BACKGROUND

- 3.1 Each school Governing Body has a core group of governors consisting of:-
 - Parent Governors elected by the parent body of the school;
 - Staff Governors (teaching and non-teaching) elected by the staff body of the school;
 - Community Governors elected by the Governing Body of the school; and
 - LA Governors appointed by the local authority.
- 3.2 In addition to the above list Voluntary Aided schools have Foundation Governors appointed by the Church. Secondary schools have Associate Pupil Governors nominated from Year 11 members of the School Council.

- 3.3 LA Governors are appointed by the local authority which maintains the school. LA Governors may present the local authority's views but they are not delegates of the local authority and they cannot be mandated by the local authority to take a particular view. Local authorities should publish the process and criteria for identifying candidates for appointment as LA Governors.
- 3.4 The local authority is required to publish criteria which are to be used for the identification and appointment of LA Governors. This report outlines the criteria and process for appointment.

4.0 LA GOVERNOR APPOINTMENT PANEL SELECTION CRITERIA AND RECRUITMENT PROCESS

4.1 Selection Criteria

The Council is required to publish criteria which are to be used for the identification and appointment of LA Governors. These criteria are: -

- Demonstrate interest in education and understanding the importance of education in the lives of children and young people.
- Able to offer and share skills and expertise that match the needs of the individual Governing Body.
- Evidence of ability to act in a critical friend role, providing support and challenge and support the Raising Aspirations, Raising Standards Strategy.
- Interest in the local community in which the school is situated.
- Committed to regular attendance at meetings of the Governing Body and its Committees.
- Committed to undertaking mandatory training and other forms of training in order to update knowledge and skills and to enhance effectiveness as a Governor.

This information will be obtained from the application form completed by potential candidates when applying to be a Governor (see Appendix 1).

4.2 Advertising

Vacancies for LA Governors will be advertised on the Council website with details of how to apply. This will include positions that have become vacant due to a term of office coming to an end, any vacancies arising due to resignations or new positions. Positions will also be advertised via the Council Social Media accounts and with the Governors for Wales website, a not-for-profit website which supports the recruitment of school Governors in England and Wales.

4.3 Appointment Process

A LA Governor Appointments Panel will be established and will consist of:-

- Portfolio Member for Learning;
- Chief Officer for Learning;
- an experienced, serving Governor nominated by the Portfolio Member for Learning and the Chief Officer for Learning; and
- Team Leader for Governor Support or a Governor Support Officer in their absence.

The Appointments Panel will be responsible for the appointment and removal of LA Governors and will meet once a term to consider applications for vacancies expected the following term and any vacancies that have arisen during the term.

4.4 Recruitment Process

4.4.1 New applicants

- Panel received completed application form from new applicant.
- Panel checks application selection criteria and considers any information in the form regarding eligibility and previous appointments.
- Panel considers any skills/knowledge gaps that have been identified by individual Governing Body.
- Panel approves/does not approve the appointment as a Local Authority Governor.
- Panel reviews the list of governor vacancies and allocates successful candidates to a suitable vacancy.

4.4.2 Request for re-appointment

- Panel receives completed application form from governor seeking re-appointment.
- Panel checks application meets selection criteria and considers any information in the form regarding eligibility/previous appointments.
- Panel considers any statement from the Chair of Governors regarding application (in the case of Chairperson being the applicant, the Panel will consider any statements from any member of the Governing Body).
- Panel takes account of any skills/knowledge gap that has been identified by the Governing Body.
- Panel approves/does not approve the applicants request for re-appointment.

4.5 Appointments

- Governor Support Services will notify candidates of the outcome of their application and also inform the relevant Chair of Governors and Headteacher of the appointment.
- All appointments will be for a period of four years unless there is a specific reason for a shorter term of office.

5.0 FINANCIAL IMPLICATIONS

5.1 There are no financial implications to this report.

6.0 INTEGRATED IMPACT ASSESSMENT

	Positive Impacts	Negative Impacts	Neutral/Not Applicable
1. Merthyr Tydfil Well-being Objectives	2 of 4	0 of 4	2 of 4
2. Sustainable Development Principles - How have you considered the five ways of working? <ul style="list-style-type: none">• Long term• Prevention• Integration• Collaboration• Involvement	5 of 5	0 of 5	0 of 5
3. Protected Characteristics (including Welsh Language)	10 of 10	0 of 10	0 of 10
4. Socio-economic Disadvantage	5 of 6	0 of 6	1 of 6

5. Consultation and Engagement	Undertaken	Due to be Undertaken	Not Required	
	0 of 1	0 of 1	1 of 1	
6. Data and Evidence to inform the proposal	Yes		No	
	1 of 1		0 of 1	
7. Biodiversity and the resilience of Ecosystems	Maintained	Enhanced	Reduced	Neutral/Not Applicable
	0 of 1	0 of 1	0 of 1	1 of 1
Summary				
The main positive impacts are:	This proposal tightens the current process and ensures that not only LA Governors but all Governors will be appointed based on a clearly defined skills audit thus ensuring GBs include members with as wide a range of skills as possible and have a better governance system and systems and processes in schools are held to account for accountability for all.			
The main negative impacts are:	No negative impacts identified.			

SUE WALKER
CHIEF OFFICER (LEARNING)

COUNCILLOR LISA MYTTON
LEADER OF THE COUNCIL AND
CABINET MEMBER FOR LEARNING

BACKGROUND PAPERS		
Title of Document(s)	Document(s) Date	Document Location
Does the report contain any issue that may impact the Council's Constitution?		

Consultation has been undertaken with the Corporate Management Team in respect of each proposal(s) and recommendation(s) set out in this report.

MERTHYR TYDFIL COUNTY BOROUGH COUNCIL
LEARNING DEPARTMENT



Please complete the below sections to apply or continue to be a Local Authority (LA) Governor on a School Governing Body in Merthyr Tydfil.

1. Full Name:	
2. Home Address (inc. postcode):	
3. Telephone Number:	
4. Email Address:	
5. Why do you want to be or continue to be a LA Governor? <i>(Please continue on a separate sheet if necessary)</i>	
6. What particular skills and experience do you have to become a school Governor? or If you are currently a Governor what particular skills and experience have you used in your role as a Governor? Note: Please give examples where appropriate. <i>Please continue on a separate sheet if necessary.</i>	
7. Governing bodies must meet at least three times per year and often more frequently. These meetings are usually held in the early evenings. Are you able to make yourself available for such meetings? or If you are currently a Governor, have you been a regular attender at governing body meetings during your term of office?	

Please complete the below sections to apply or continue to be a Local Authority (LA) Governor on a School Governing Body in Merthyr Tydfil.

<p>8. Are you eligible to serve as a Governor (see notes below)?</p>	<p>YES / NO</p>
<p>9. Do you have a genuine desire to help improve standards of education?</p>	<p>YES / NO</p>
<p>10. Do you have a knowledge and interest in the community in which the school(s) you are applying for is/are situated?</p>	<p>YES / NO</p> <p>If YES, please provide details:</p>
<p>11. Do you have knowledge of the current education system?</p>	<p>YES / NO</p> <p>If YES, please provide details:</p>
<p>12. Will you attend Governor training courses organised by the Local Authority?</p>	<p>YES / NO</p>
<p>13. Are you currently a school Governor in Merthyr Tydfil?</p> <p><i>Note: Applicants are reminded that persons may not be a Governor at more than two schools.</i></p>	<p>YES / NO</p> <p>If YES, please state which school(s):</p>
<p>14. Please indicate any schools in which you are specifically interested.</p>	
<p>15. Would you accept being appointed to two schools?</p>	
<p>16. Please indicate any schools in which you are specifically not interested.</p>	
<p>17. Please indicate the type of school(s) in which you are particularly interested i.e. Primary, Secondary, Special or All.</p>	
<p>18. Please indicate whether or not you are specifically interested in Welsh Medium schools.</p>	

Please complete the below sections to apply or continue to be a Local Authority (LA) Governor on a School Governing Body in Merthyr Tydfil.

<p>19. Would you take up an appointment at a school that is not your preferred choice?</p>	
<p>20. Please include any other comments you wish to make in support of your application.</p> <p><i>Please continue on a separate sheet if necessary.</i></p>	
<p>21. Please state where you saw the advertisement for LA Governors.</p>	
<p>22. Please indicate whether or not you wish your application to remain on file should you be unsuccessful.</p>	<p>YES / NO</p>

DISQUALIFICATION FROM SERVICE AS A COMMUNITY / LA GOVERNOR

Appointment as a Governor is subject to certain regulations which disqualify persons from becoming Governors. Those not eligible to serve in this capacity are:-

- (a) Any person under 18 years of age;
- (b) Any person convicted (within the last 5 years) of a crime which carries a penalty of three months or more imprisonment;
- (c) Any person convicted (within the last 20 years) of a crime which carries a penalty of two and a half years or more imprisonment;
- (d) Any person convicted of a crime which carries a penalty of not less that five years imprisonment;
- (e) any person convicted under section 547 of the Education Act 1996 (nuisance and disturbance on education premises) and has been sentenced to a fine;
- (f) Any person declared bankrupt – until discharged from bankruptcy.

I confirm that I am prepared to be considered as a Local Authority (LA) Governor:

Date:

Signed:
