



“THE STAFF GOVERNOR”

All school governors contribute to the work of the governing body in ensuring high standards of achievement for all children and young people in the school by

- Setting the school’s vision, ethos and strategic direction;
- Holding the headteacher to account for the educational performance of the school and its pupils; and
- Overseeing the financial performance of the school and making sure its money is well spent.

Staff governors can be either teachers or support staff and are elected by both the teaching and support staff at the school. If a staff governor leaves a school, they are no longer eligible to serve as a staff governor at that particular school.

All governors are equal and staff governors, along with all other types of governor, should take part in all aspects of the work of the governing body providing they do not have a personal interest in the item under discussion. However, a staff governor cannot be the Chair/Vice-Chair of Governors.

Staff Governors may be members of HR/personnel committees dealing with general staffing matters and contribute towards general discussions about pay, redundancy or discipline but cannot take part in any discussion of the pay or appraisal of any individual working at the school.

Although elected by the staff at the school, staff governors are not representative governors and are there to express their own views as a member of staff. They should, however, report any widely held staff views, even if in a vote their own individual view is different.

If a staff governor is going to be absent for some time (eg on maternity leave), they are under no obligation to resign. In this case, the governing body may invite the staff to elect a member of staff to act as an observer during the staff governor’s absence. This person would be able to attend meetings, take part in discussions but would not be able to vote.

As with other types of governors, staff governors should be encouraged to make governor visits to the school. Visits should be arranged by discussion with the Headteacher.

You may also find that staff will ask for information on what has been discussed/agreed at governors’ meetings. The governing body should discuss and record in the minutes what can be reported on and how staff governors can share decisions with staff. All governors should be aware of the confidentiality of discussion in governors’ meetings and it is advisable to clarify during a meeting those items the governing body is happy to have reported and those which should not be reported until the minutes have been confirmed.

See overleaf ...



As an effective Staff governor you:

- help to decide the priorities for improving the school;
- work in partnership with the headteacher, senior leadership team and other staff to help other governors' understanding of the working of the school;
- share your aims to make a difference in the interest of all the children's futures;
- work as a team with the governing body;
- make yourself aware of the range of staff opinions and present these to the governing body where appropriate;
- prepare for meetings by reading papers beforehand;
- have an equal right to participate and to state your views whilst respecting the views of others;
- take responsibility for your own learning and development as a governor including attending training;
- attend full governing body and relevant committee meetings promptly, regularly, and for the full time;
- read relevant briefings and newsletters for governors;
- promote the interests of the school in the wider community;
- be loyal to the decisions made by the governing body;
- report back to colleagues the decisions made by the governing body, when appropriate;
- respect the confidentiality of governing body affairs;
- declare an interest and withdraw from any meeting where you, a partner or close relative or associate stands to gain, or where you are so close to a matter discussed it is difficult to be impartial; this may include discussion of potential staff redundancy or consideration of parental complaints;
- have regard to promoting accountability for the actions and performance of the governing body.

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