

A new approach to the nomination and appointment of Foundation Governors designed to strengthen connections between church and school by enhancing the foundation governor nomination and appointment process.

In Gloucester Diocese it is the responsibility of the Parochial Church Council (PCC) to nominate suitable individuals to the Diocesan Board of Education (DBE) to consider for appointment. Foundation governors have a specific responsibility in law to secure that the school's Christian character is preserved and developed, but in addition, along with fellow governors, they need the skills to contribute to the effective governance and success of the school.

Many schools undertake a skills audit of governors to identify any potential gaps that may be needed. The Education Team would like to harness this and use it to develop and open up dialogue between school and the PCC about the nomination of future foundation governors. The proposal is to build two "conversations" or dialogues into the nomination process

1. Dialogue between the school and the PCC when a foundation governor vacancy arises to:

- Discuss the skills /expertise needed by the school
- Understand the type of person sought
- Discuss, if appropriate/relevant, whether the current role holder is willing/able to carry on and whether they have the skills etc. needed

2. Second dialogue between school, PCC and the individual suggested for nomination to explore:

- The individuals' skills/expertise
- Expectations/responsibilities of the role (what they are getting themselves into)

If all three parties are happy a Foundation Governor Application Form is completed and submitted for consideration to appoint under the appointment/re-appointment protocol.