

## Case Study: Using the School Governor One Stop Shop to recruit college business governors

As the School Governors One Stop Shop ([www.sgoss.org.uk](http://www.sgoss.org.uk)) say *“SGOSS – Governors for Schools was a 6 month pilot set up in 1999 by the Department for Education and we’re still here, still growing and still offering free services to volunteers, schools and employers. We are the school governor recruitment experts and our vision is for every school in England to have a diverse and effective governing body driving school improvement.”*

But their name is deceptive as many college clerks have discovered that they are as able to support the recruitment of college governors and are now actively working with AoC (Association of Colleges) to that end. A clerk with experience of very effective working with SGOSS, in three differing colleges and governor recruitment needs, shares her experiences in this case study.

Eighteen months ago, in a large rural college, the governing body were seeking to refresh their governing body and in particular had identified that they would prefer to recruit from a younger age group. The clerk put together a brief for SGOSS outlining the profile being sought, along with the generic qualities and skills for governance. The focus was more general than specific, with financial or management experience being seen as welcomed but not essential. SGOSS put forward six strong applicants for the college to consider. The clerk particularly noted that SGOSS had already approached those put forward to establish their interest in college governance and in particular to ensure that they would be willing to undertake the travel required for meetings as the college held governing body meetings across all of its four campuses across the county.

From the clerk and the board’s perspective those who were put forward were clearly both interested and well informed about the specifics of the vacancies, and this “saved the Clerk time in this part of the recruitment process”. The board were able to undertake a shortlisting process and interviewed two of the applicants. The successful applicant met the board’s requirements in terms of skills and qualities and has gone on to become a very successful governor who has made a real difference in the governance of the college. The clerk also noted that SGOSS are very good at following up with the college during and after the recruitment process, keeping candidates informed of progress and feeding back to the candidates after the event. This not only aids the professionalism of the process but again saves the clerk’s time.

At a different college, a specialist designated institution, SGOSS were again approached, this time with a very specific brief i.e. for a candidate with a strong financial background. SGOSS put forward an excellent eminently qualified candidate with previous experience of being a partner in a large accountancy firm, who has gone on to become a governor and noted as a real asset to the board of the college. Again, using SGOSS saved the clerk a large amount of research before making contact with suitable firms in the locality and beyond and dealing with arising correspondence and potential applicants.

At a third college, SGOSS were asked and were willing to seek a different profile candidate, that of someone with legal and employment experience, and had begun to work with the college to

that end but a candidate was found by other means before that was seen to conclusion with SGOSS.

The clerk advises that dealing with SGOSS is “just so easy” and that “they do the work for you”, leaving the college simply to specify their needs at the outset, interview the candidate and assess whether they have the skills and personal qualities they are seeking.

**April 2014**