

Inspiring Employers

Employer FAQs



Free workforce development

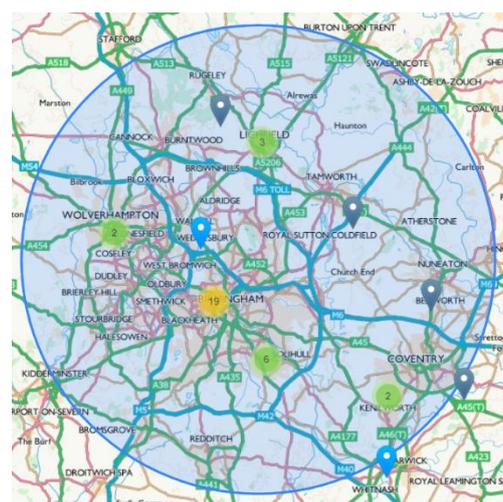
School governance is a win-win opportunity for employers. There are huge benefits to your organisation, your employees and the community. Your staff will gain professional skills and experience that will help them at work and in their career. Your organisation will benefit from free workforce development such as staff developing their professional skills and experience in strategic planning, teamwork, financial management, and much more. Here are some answers employers' most asked questions.

1. Is there a cost to use Inspiring Governance?

No, the service is free to use. We encourage employers to download and use the free resources for employers, and our staff are available on email or the telephone to offer advice. If you are a large or multi-site company and would like support to develop an employee governance volunteering scheme, our specialist team will be able to help. Most of what we offer is free, but depending on what your requirements are, there may be a small charge for this service.

2. What are the benefits to my organisation?

By supporting and encouraging your staff to become governors, you will benefit from **free workforce development**. Your staff will gain professional skills and experience that will help them at work and in their career. Your organisation could benefit from a more skilled, effective and productive workforce whilst making a difference to the community and lives of young people. Other benefits include the following:



Our innovative mapping tool allows volunteers to browse local vacancies

- Develop your employees' professional board-level skills such as strategic planning, chairing, financial planning and teamwork, all of which can benefit their own career development and your organisation;
- Raise your profile in your local community and make a positive difference in it;
- Help to increase your employees' productivity, engagement and sense of achievement by giving them experience in other functional areas;
- Invest in children and young people today and help to create a more highly skilled workforce for the future;
- Support once they've started. Each new Inspiring Governance appointee will receive:

- A complimentary copy of the induction guide *Welcome to Governance*, produced by the National Governance Association
- Access to our [resources](#) page with handy links to key documents, research and resources from the NGA, Education and Employers and the DfE designed to support the governance role
- If aged under 40 then matched volunteers are able to join the National Governance Association's [Young Governor Network](#)

3. Can all employees take part?

Yes. Anyone age 18 and above can serve as a governor. Governing boards benefit from having a wide range of perspectives and experiences therefore schools are looking for governors of all ages and skill sets. Governance provides especially good professional development for staff at middle manager level, but those who are more junior and more senior also have valuable experiences to contribute.

4. Will staff need time off?

Governing board meetings typically take place in the late afternoon or early evening, so staff will need minimal time off. There also may be other events or meetings during the school day which governors are asked to attend. It is up to employers whether to give paid time off for these activities but do keep in mind that they provide excellent professional development opportunities and can be incorporated into staff training and development.

5. Are there any health and safety implications?

As you would expect, schools are very safety focused and will be fully compliant with health and safety regulations. As they are volunteering in an organisation with children, governors will need to have an Enhanced Disclosure and Barring Service (DBS) check. This will be undertaken by the school as part of the induction process

6. What are the benefits to my staff?

Our volunteers tell us that the benefits of being a governor are immense. These benefits include developing professional skills and experience, building relationships and networks in the locality; supporting children and young people in the community. Most will receive access to local training as well as the support from us outlined in section 2. Anyone over

the age of 18 can be a governor and you don't need to be a parent. See our website for more information.

7. How can we get involved?

Inspiring Governance can help you in encouraging and supporting your staff to become governors. Whether you want to develop an employee governor volunteering scheme, sign our Be a School Governor Champion Charter or simply put up a poster in your staffroom, we can help. Take a look at our resources for employers, visit our employers' page, or contact us at enquiries@inspiringgovernance.org for more information. Why not start now? You could:

- Become a School Governor Champion, sign our Charter and publicly show your support to your schools and communities.
- Develop an **employee governance scheme**.
- Promote governance by putting up a **poster in your staffroom**.
- Be a role model – **volunteer as a governor or trustee yourself**.

8. Are there other ways we can support schools?

Yes. Our umbrella scheme **Inspiring the Future** has a range of volunteer opportunities in schools that require a time commitment of as little as an hour a year.

Interested in finding out more?

Inspiring Governance has a team of staff who can provide you with a framework, time and the resources to help you promote school governance.

Get in touch:

National Office

t 020 7566 4880

e enquiries@inspiringgovernance.org

For more information please visit:

www.inspiringgovernance.org/employers

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