

**AGENDA ITEM
NO. 4**

**North Tyneside Council
Report to Outside Bodies Committee
Date: 4 April 2012**

**Analysis of
Authority Governor
Vacancies**

Report from: Governor Services

Report Author: Jacki Kelly, Governor Services Manager (Tel: 0191 643 8714)

Wards affected: All

1.1 Purpose:

The report provides analysis information relating to Authority Governor vacancies.

1.2 Recommendations:

It is recommended that the Committee notes the report.

1.3 Information:

At a previous meeting the Governor Services Manager undertook to provide information in relation to success, challenges, and trends regarding Authority Governor vacancies.

1.4 Decision options:

The Committee is asked to note the report.

1.5 Reasons for recommended option:

The report is for information.

1.6 Appendices:

Analysis of Authority Governor Vacancies as at 13 March 2012.

1.7 Contact officers:

Jacki Kelly, Governor Services Manager - (Tel: 0191 643 8714)

1.8 Background information:

North Tyneside Recruitment and Retention Strategy 2011
Data from annual benchmarking of Governor Services
Data held within Governor Services

Report author Jacki Kelly

Based upon extracts from North Tyneside's Recruitment and Retention Strategy 2011 and data obtained through the annual national Benchmarking of Governor Services and from data held in Governor Services.

Analysis of Authority Governor Vacancies - based on data recorded 13 March 2012

Historically, North Tyneside's percentage of Authority Governor vacancies has been the highest year on year of all our statistical neighbours who presented data since 2007/8. However, the trend has been positive compared to North Tyneside's own percentage over the last few years. (See Table below).

In 2010/11 there was a marked reduction in the number/percentages of vacancies due to a recruitment campaign undertaken at the end of 2010 and beginning of 2011. This had a massive impact by bringing the percentage of Authority vacancies down to 5.9% in March 2011 (when the last national benchmarking was done). Apart from being the lowest ever recorded in North Tyneside since national benchmarking began in 2007/8, it was the best compared with our statistical neighbours and well below the national average of 10.2%.

While this was very good news, it has to be understood that a lot of proactive work must be done to keep this low and people will continue to resign before the end of their term of office or decide not to continue at the end of their term of office, so it will fluctuate and may well go up again.

Table 5 - Comparison of Authority vacancies against statistical/regional neighbours and the national average

Year	National	N/bour 1	N/bour 2	N/bour 3	North Tyneside
2007-8	10.8%	4.6%	13.0%	7.7%	20.7%
2008-9	10.1%	10.2%	12.9%	8.7%	17.3%
2009-10	11.2%	7.8%	12.6%	8.4%	16.8%
2010-11	10.2%	9.9%	10.1%	7.4%	5.9%
Updated 13 Mar 2012					10%

Note: Figures at 13 March 2012 are given based upon 189 actual Authority Governor places and 19 Authority Governor vacancies.

Based upon extracts from North Tyneside's Recruitment and Retention Strategy 2011 and data obtained through the annual national Benchmarking of Governor Services and from data held in Governor Services.

Elected Members who are Authority Governors

While North Tyneside elected members are represented on governing bodies predominantly as Authority governors, the number of elected members who are Authority governors is quite low.

In 2010/11, the number of elected members who were Authority governors was 11. As a percentage of filled Authority places that was 6.21% (177/11). As a percentage of all Authority places including vacancies that was 5.85% (188/11).

It is also worth bearing in mind that while 11 places were filled, these have been filled by 9 elected members, i.e. 2 elected members are Authority governors on 2 schools.

Table 5a - Trend for Authority Governors identified as Elected Members

Year	Number of Authority Governor places including vacancies/Number of Authority Governors places filled	Number of places filled by Elected Members	Percentage of Authority Governor places filled by Elected Members (total places including vacancies)	Percentage of Authority Governor places (not including vacancies) filled by Elected Members (filled places only)
2007/8		9	6%	
2008/9	197/163	14	7% (197)	8%(163)
2009/10	197/164	13	7% (197)	8% (164)
2010/11	188/177	11	5.85% (188)	6.21% (177)
13 Mar 2012	189/170	12	6%(189)	7%(170)

Factors affecting the increase in vacancies since March 2011:

- Terms of office have expired and the governors have not wished to continue;
- Resignations;
- Some governors have expressed interest in becoming a Governor but at interview have decided to pursue Community or Foundation route rather than Authority route;
- Some existing Authority Governors have moved to Foundation category at their own request;
- No extensive recruitment campaign since Autumn 2010.

Based upon extracts from North Tyneside's Recruitment and Retention Strategy 2011 and data obtained through the annual national Benchmarking of Governor Services and from data held in Governor Services.

Status of Authority Governors appointed since January 2011 by the Outside Bodies Committee

Mrs Carr appointed to Marine Park First on 14 Jan 11 Resigned 3 Jan 12

Mrs Coward appointed to Marden Bridge Middle on 14 Jan 11 Resigned 2 May 2011

Mrs Docherty appointed to Western Primary on 21 Mar 11 Resigned 6 April 11

Mrs McFadzean appointed to Rockcliffe First on 21 Mar 11 Resigned 5 Jan 12

Mrs Pollock appointed to Forest Hall Primary on 14 Jan 11 Resigned 8 Feb 12.

All other governors are still in post.

Action being taken/planned to fill vacancies

- Automatic enquiry link from the Council's web site has been established since 2011 which allows members of the public to express interest in becoming a governor and the Governor Services Manager receives the electronic request and invites them for interview;
- Promote vacancies with businesses in the area;
- Promote good news stories in local/regional press;
- Follow up governors whose terms of office have expired in other categories, but who have indicated a willingness to continue - exit questionnaire;
- As Widening Horizons and the Council's own Recruitment Web Site were the most successful mediums during our 2010/11 campaign, these sources will be re-visited in 2012;
- Continuing to work with One Stop Governor Shop (charity established to fill governor vacancies nationally);
- As part of the Recruitment & Retention strategy for 2011, one of the actions was for the Governor Services Manager to seek support of Elected Mayor, OBC, etc to recruit more Elected Members as Authority Governors.