

Sponsored by



The Institution of
Engineering and Technology



Governors
for Schools
Conference
2022.

Introduction to TRS

#GfSConference2022

Housekeeping

- Many thanks for taking the time to attend the Governors for Schools Conference 2022. Please note that this session will be recorded and uploaded to our website following the conference. You will receive an email alert as soon as recordings are available.
- All conference sessions are individually accredited by the CPD Certification Service. If you would like a certificate, we require consent to share your data with the service. To confirm your consent, please remember to fill out the survey provided at the end of the webinar. We cannot send a certificate without consent.
- If you have any questions for our panellists, please ask them using Zoom's Q&A feature.
- If you're disconnected from this call for any reason, you can re-join by clicking the same Zoom link you used to access the session.

Sponsored by



Governors
for Schools
Conference
2022.

What is the Trustee Recruitment Service (TRS)?

- Bespoke matching service specialising in identifying strong, board-level trustees for academy trust boards from corporate, charity and third sector
- A paid-for service, delivering cost-price alternative to executive search organisations
- Education sector-specific knowledge, insight and challenge
- Broad access to industry partners and senior leadership figures
- Provider of sector-leading post-appointment CPD and training/support via The Key

Sponsored by



Governors
for Schools
Conference
2022.

What is the Trustee Recruitment Service (TRS)?

- Launched in summer 2022 following loss of Academy Ambassadors Programme
- Shares the principles, priorities (and people!) of AAP
- No central government funding/subsidy
- Sits alongside Governors for Schools' existing - and continuing - free-to-access Governor recruitment service
- All roles pro bono/voluntary

Sponsored by



Governors
for Schools
Conference
2022.

Why use TRS?

- Diagnostic process to help support and identify need
- Impartial, but informed, service
- Access to quality, independent potential trustees
- Production of external collateral/adverts
- Access to networks, partners, headhunting tools
- Managed process
- Joined-up pathway for volunteers, offering progression opportunities from governor to trustee, helping improve sector quality and depth

Sponsored by



Governors
for Schools
Conference
2022.

Who can TRS support?

- Academy trusts of any size, phase or location
- Academy trusts seeking trustees and members
- LGB and LA-maintained Governor roles continue to access Governor-recruitment service
- We don't currently support Independent Schools or Universities through TRS

Sponsored by



Governors
for Schools
Conference
2022.

What might a TRS ‘good trustee’ look like?

- Seniority
- Board level or strategic decision-making
- Industry qualifications
- Multi-site experience
- Budgetary responsibility
- Previous education/charity governance experience
- Consultants with experience in largescale projects

Sponsored by



Governors
for Schools
Conference
2022.

Diversity

- GfS has a strong record in helping to diversify boards and recruit volunteers from minority ethnic backgrounds:
 - 35% of **all appointed volunteers** in 2021-22 were from a non-White British background
 - 29% of **appointed trustees** were from a non-White British background
- Currently in the trustee pool:
 - 45% of the trustee volunteers are under the age of 45;
 - 51% are female;
 - 22% are from a non-White British background

Sponsored by



Governors
for Schools
Conference
2022.

Volunteers

Are...

- Independent
- Experts in their field with a strong record of success
- Often have experience of several different industries
- Appointed by the trust not GfS/DfE

Are not...

- 'Governance Police'
- Controlled by the GfS or DfE
- Experts in school/education governance
- The answer if intervention is required

May....

- Be familiar with education
- Have significant experience of governance in business

Sponsored by



Governors
for Schools
Conference
2022.

Skills and expertise

The key skill for all trustees is to be able to offer strategic guidance, challenge and support across a range of areas including, but not exclusively, their own professional skill set. For example, **all** trustees should offer a view as how well the public funds are spent.

| | |
|--|--|
| Audit: Review the accounts/statements from CFO. Offer challenge as to how/where money is spent. | Finance: Ensure best value by challenging leaders over spending decisions and if budgets are aligned to priorities |
| Branding/Marketing: Offer advice on messaging to stakeholder via challenge to execs | Human Resources: Challenge the execs on HR policies, Performance Management, recruitment, retention, well-being |
| CEO/General Management: Challenge expansion plans and whether systems are robust depending on complexity of organisation | Legal and Compliance: Challenge leaders over matters of due diligence and the way they are handling complex personnel cases or contracts they are minded to enter into |
| Change/Growth Management: Offer challenge for growth and transformation | IT/Technology: Challenge leaders on organisation-wide integration, efficiency and procurement |
| Corporate Governance: Advise on structures for more efficient/prudent operation/management | Property & Real Estate: Offer challenge to leaders in relation to how the trust manages its property portfolio including its use of capital development funding and facilities management |
| Entrepreneur/Founder: Challenging for innovation and advising on when systems need to change as trust develops/moves to a new phase | Risk: Offer challenge to executive as to how effectively they manage the range of risks as well as the trust's risk register |

Sponsored by



Governors
for Schools
Conference
2022.

What's the process?

- Trust registers on www.trusteerecruitmentservice.org.uk
- TRS team helps coordinate initial information required for recruitment
- Trust Chair/Member(s) hold in-depth diagnostic call with TRS expert Adviser
- Requirements finalised, TRS team commences search activity/headhunt
- TRS share expressions of interest with Trust Chair for review; suitable individual introduced to Chair to commence Trust internal protocol
- TRS liaise with Chair/Member(s) to review feedback on any unsuitable candidates to inform ongoing process
- Process from initial Adviser diagnostic call to volunteer introduction typically 8-12 weeks

Sponsored by



Governors
for Schools
Conference
2022.

Pricing

- One appointment = £2,500
- Two appointments = £4,500
- Three appointments = £6,000

- Trust invoiced for service after introduction of candidate – second payment due after confirmation of intent to appoint

- As a non-profit, fee directly covers GfS service costs; any surplus is re-invested into service delivery and improvement

Sponsored by



Governors
for Schools
Conference
2022.

Things to consider

- Sometimes appointing two can be easier than just one
- Complex cases can take a long time - please provide as much information as possible at the outset
- Some volunteers seek a challenge - they want to feel they can make a difference - so trusts should be honest about challenges/priorities
- Induction, references and DBS are always handled by the trust

Sponsored by



Governors
for Schools
Conference
2022.

The team



Sponsored by



Governors
for Schools
Conference
2022.

Sponsored by



The Institution of
Engineering and Technology



Governors
for Schools
Conference
2022.

Thank you for attending

Governors for Schools would like to thank The Institution of Engineering and Technology for their generous sponsorship of #GfSConference2022.

Please remember to check your emails for updates about session recordings and complete our exit survey to receive your CPD certificate. If you're watching this session on demand, please contact Louisa.Hann@governorsforschools.org.uk to request your certificate.

#GfSConference2022