



Sibford School

Governor Application Pack



Sibford School is a co-educational, independent school for children aged 3-18.

With a large campus and a wide range of facilities available to our pupils, we offer small class sizes alongside a diverse education that builds a strong foundation for learning while encouraging our students to learn about themselves and the world around them.

Key Facts

- Founded in 1842
- 50 acre campus
- 2 boarding houses
- 400 to 450 pupils
- Small class sizes, maximum 15 - 18 students

Sibford is a family school which is built upon outstanding pastoral care and a values-based approach to education. Small class sizes and strong relationships built upon mutual respect are the bedrock of all that we do. Our intake of pupils is broad in ability with some exceptional academic talents and others who might find their talents lie more fully in other areas. Knowing each pupil as well as we do however means that we can support and encourage them to achieve their aspirations whatever these might be.

School Aim

- To create and maintain a culture in which all members of the community can be themselves, developing confidence, self-esteem and tolerance by ensuring a secure setting in which they feel valued and respected.
- To enable every pupil to recognise and acknowledge his or her individual talents and to help each one realise his or her full potential.
- To meet the needs of our pupils, be they educational or pastoral.
- To provide our pupils with a thirst for lifelong learning and an active concern for their immediate environment and wider community.
- To welcome parents into a partnership embracing trust, understanding and mutual support.

The following values are central to the life at Sibford School:

- Respect
- Resilience
- Relationships
- Responsibility
- Reflection

Details of the Role:

School governance is an important and challenging role. We are looking for new Governors who will bring relevant skills and experience to the governing body. If you are passionate about the education of children and are willing to give your valuable time to help support and develop our excellent School then we would love to hear from you.

Sibford School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

All Governor roles are subject to an enhanced DBS check.

How to Apply:

Please visit our website [Work With Us | Sibford School](#) for more information on the school and role of Governor.

To apply, please submit your CV with a covering letter stating why you would like to become a Governor of Sibford School and the skills and experience you can bring to the Governing Body, addressed to (the Chair of Governors), to the School HR department at vacancy@sibfordschool.co.uk.

Human Resources Department

What is role of School Governor?

Governors bring their wealth of experience and knowledge from their lives outside the school, contributing to the successful running of the school. Being a governor is a "hands off" role – decisions made by School Committee influence the whole school, but governors are not responsible for, or involved in, the day-to-day running of the school.

The role is a necessary part of ensuring the good functioning of school leadership. Governors set the ethos of the school and drive for continuous improvement, and they also oversee financial performance and ensure money is well-spent.

Governor's commission the head teacher and other school leaders to act on their behalf in putting their ideas into practice, and they ensure that the school leadership is held to account in doing so.

Being a member of a trustee board like School Committee carries with it much greater responsibility than sitting on a regular committee. While trustees have personal responsibility for their views, they share collective responsibility for decisions taken by trustees acting together. The role is voluntary and therefore unpaid, however you may claim expenses for such things as travel.

The main duties and responsibilities of governors are to:

- Know and support the aims of the school and its mission statement and ensure that these are achieved.
- Determine the overall direction and development of the school through good governance and clear strategic planning.
- Promote and develop the school in order for it to grow and maintain its relevance in society.
- Provide support and challenge for the head and senior leaders.
- Ensure that the school and its representatives function within the legal and regulatory framework of the sector and in line with the school's governing document.
- Act in the best interest of the school, beneficiaries and future beneficiaries at all times.
- Maintain sound financial management of the school's resources, ensuring expenditure is in line with its objectives, and investment activities meet accepted standard and policies.
- Interview and appoint the Head and Bursar and monitor the work and activities of the senior team.
- Maintain absolute confidentiality about all sensitive/confidential information received, and to accord with the conflicts of interest policy.
- Contribute expertise to the discussions of the Governing Body.

What skills do you need?

Our Governing Body need a wide range of skills across all members to meet its statutory and charitable obligations and therefore everyone has something they can bring to support the team. To be an effective part of the committee a Governor should:

- Have a strong commitment to the role and the school, and be willing and able to dedicate the required time for meetings and to review reports and paperwork.
- Have a strong commitment to making sure there are high aspirations for all pupils in the school and a commitment to achieving the best possible outcomes for all pupils.
- Be able to listen and digest the information presented and have the ability to question and analyse.
- As the holder of a public office, to adhere to the seven principles of public life, which are selflessness, integrity, objectivity, accountability, openness, honesty, and leadership.
- Attend as many meetings and school events as possible.
- Attend training courses and seminars, and have a willingness to learn.

The Governing Body will determine the skills it needs to meet its statutory and charitable obligations. However, for guidance purposes, the following are some which are recommended by AGBIS (The Association of Governing Bodies of Independent Schools):-

- Commercial and corporate leadership.
- Business Management.
- Accountancy.
- Law.
- Property (e.g. Architect or surveying).
- Education (e.g. a retired or serving Head, Bursar or other senior leadership team member).
- Higher Education (e.g. university leader).
- Human Resources.
- Medical.
- Religion.

School Committee is the name for the Sibford School governing body (School Governors). Sibford is an Independent School with charitable status and a company limited by guarantee. The School Committee are the trustees of the charity and directors of the company.

The School Committee role is to work with the Head and Senior Leadership Team to agree the school's vision and strategic plan and then to set policy and direction of the school to meet those objectives.

The School Committee are ultimately responsible for the financial management of the school and for safeguarding.

As a Quaker school, meetings are held in the form of the Society of Friends which provide a good opportunity for all to engage in the meeting and ensures that everyone's view is heard and that decisions are ultimately agreed by all members.

Safeguarding checks

The School will obtain the following for potential Governors, before an appointment is made:-

- an enhanced DBS certificate.
- if the Governor will be undertaking a regulated activity, a barred list check.
- evidence of their entitlement to work in the UK, where relevant.
- confirmation that they are not disqualified from acting as a Charity Trustee or Company Director, for example by virtue of an undischarged bankruptcy.
- evidence that the Governor has not been prohibited from participating in the management of independent schools.
- a declaration that they are not disqualified from providing childcare as set out in the statutory guidance "Disqualification under the Childcare Act 2006".

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