A case study from Pauline Stanmore, Chair of Governors at Horsell Junior School – recruiting a new headteacher

Having been a subscriber to GVO for more than 4 years, the features of the system came into their own when recruiting a new headteacher early in 2019. “We were able to create a secure, confidential and dedicated area within our GVO which enabled specific members of the governing body, along with local HR advisers, to carry out the work relating to this important and project. From initial discussion on the job specification through to the final appointment, the GVO enabled us to collaborate and communicate in a timely and effective manner, operating in a truly strategic and effective way. We were able to review documents, carry out discussion and reach decision and approval with numerous stakeholders working in different locations and across a variety of roles.”

“Once the recruitment process had been completed the newly appointed headteacher was given secure access to our GVO and then able to read the relevant documents, papers and governor comments and discussions in their own time, meaning they were fully up to speed even before they started their new role. As with all aspects of the GVO, the access controls can be fully controlled at all times, giving us the flexibility to open or restrict content at various stages of the process.”

“With the recruitment process now complete there is a secure record of our process and the steps carried out saved in our GVO should we wish to reflect on these at a later stage.”

“Since we have been using GVO we have found that our meetings are more focussed and effective than ever, with discussions regularly taking place between meeting and decisions being taken with input from all. The time we spend together is more efficient and allows us to concentrate on the strategic business at hand, and most importantly ensuring our work is impacting the children and the school in the best possible way. Our ongoing and disciplined use of GVO has provided us with a transparent and visible evidence base that can be shared with external inspectors, including Ofsted.”

In the time that we have been using GVO we have been able to refine our ways of working as a governing body team, replacing email traffic with a place for all communications to take place, whether relating to the Full Governing Body, Committees or as a place to record Governor Training, Governor Visits and that we have read and understood information linked to our statutory responsibilities as Governors. Comments or questions raised by Governors are visible for all to see, and this can be used to demonstrate our involvement and challenge as Governors. The weekly newsletter provides an excellent summary of the activity that has taken place in the GVO as well as notifications of upcoming meetings, events and tasks due.

“The GVO is central to our work as a team and as the Chair of Governors I wouldn’t go back to any other way of working.”