

## Checklist, reflections and reading

### Session 9

Recruitment, interviews and panels

*How governors contribute strategically to key decisions*

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#### Checklist

**A commitment to:**

1. Understand the specific statutory framework and school policies.
  2. Act impartially and fairly, putting pupils' interests first.
  3. Ask clear, strategic questions; avoid operational rabbit holes.
  4. For headteacher recruitment: focus on vision, leadership, and strategic alignment.
  5. Respect confidentiality before, during, and after the panel.
  6. Always seek and follow advice from the clerk or HR professionals.
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#### Reflections

- Do I clearly understand the boundary between a governor's strategic role and a leader's operational role on a panel?
  - Am I confident in my ability to formulate and ask open, strategic questions?
  - Do I know who to turn to for procedural or legal guidance when I'm unsure?
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#### Reading

- [Recruiting a headteacher - GOV.UK](#)
- [Education Act 2002](#)
- [School suspensions and permanent exclusions - GOV.UK](#)