



The expert organisation for school governors, trustees and governance professionals

The career pathway for governance professionals

Amy Wright NGA Clerking Development Manager

#NGAconf

www.nga.org.uk

The career pathway for governance professionals

Working at governance coordinator level

This level usually **combines clerking level responsibilities with delivering and coordinating wider governance support** through a central team. It also involves line management of clerks and supporting and deputising for lead governance professionals as required.

Governance professionals working at this level are more likely to be employed than self-employed and work full time hours.

Susanna's career story



Pay at governance coordinator level

#NGAconf

There is no standard salary structure for school governance professional specific duties, level of responsibility, accountability and other factors suc Our research shows that on average a school governance professional w £34,000 and £37,000 per annum.



- Working at clerking level
- Working at governance coordinator level
- Working at lead governance professional level
- Find governance professional jobs
- Access the CPD you need
- Working for yourself

"I want to thank NGA for producing the career pathway and for being really clear about the skills, qualifications and attributes that contribute to a great governance professional"

Baroness Barran, Parliamentary Under Secretary of State, Department for Education



Since the pathway was launched in December

- Pathway has received almost 18k visitors
- Good coverage in the education press
- Used to inform a pay benchmarking <u>report</u> exploring working patterns for governance professionals in schools and trusts
- Generated podcasts and speaking requests





Levels of governance professional advice

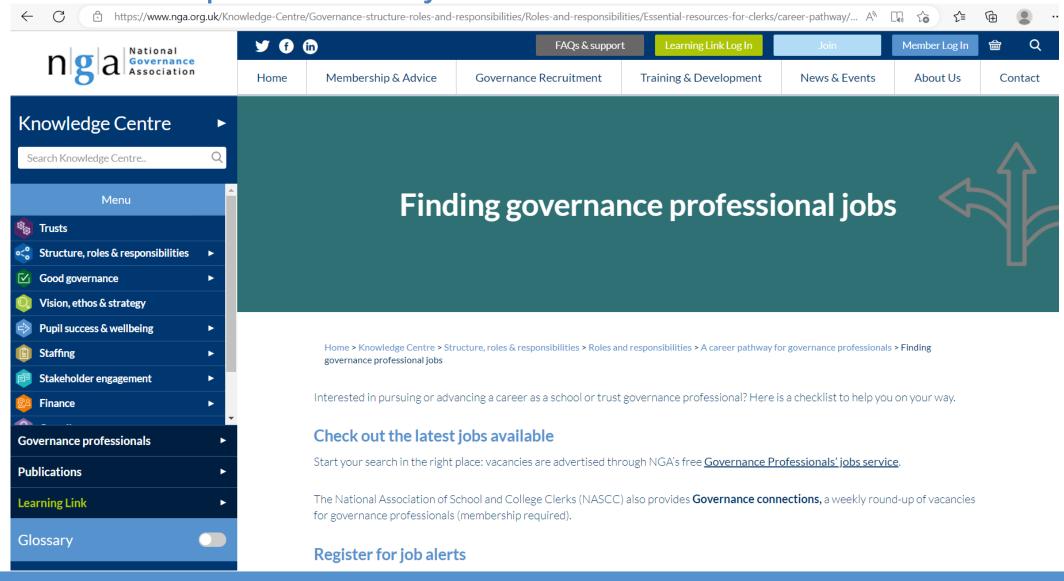
Clerking level Advising boards	Coordinator level Advising on service related issues	Lead professional Level Advising on governance models, systems and delivering organisational compliance
Board and panel procedures	Expert resource/arbiter	Development of structures, procedures and policies
Statutory requirements	Service delivery and continuity	Quality assurance systems and standards
Organisational requirements e.g. the SoD	Training and development	Communication and engagement
Good practice	Organisational protocols	Targeted support and intervention strategies





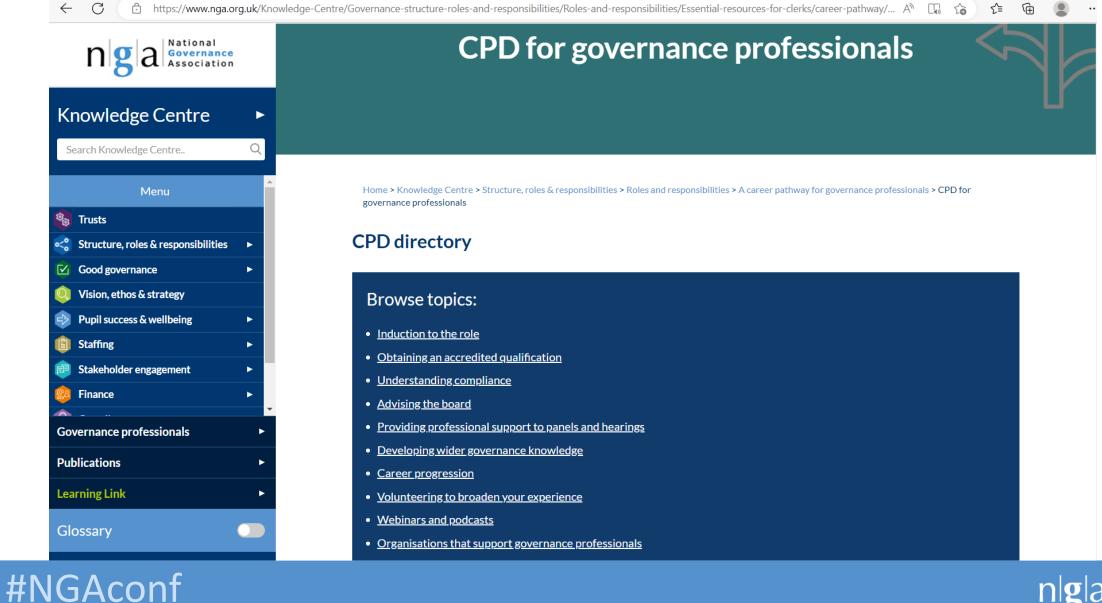
Governance professional jobs

#NGAconf





CPD for governance professionals



ngala

Self-employed governance professionals



0			
Knowledge Centre			
Search Knowledge Centre	Q		
Menu			
🍪 Trusts			
Structure, roles & responsibilities	•		
Good governance	•		
🝳 Vision, ethos & strategy			
Pupil success & wellbeing	•		
i Staffing	•		
Stakeholder engagement	•		
Finance	•		
Governance professionals			
Publications	►		
Learning Link			
Glossary			

Governance professional careers: self-employment

Home > Knowledge Centre > Structure, roles & responsibilities > Roles and responsibilities > A career pathway for governance professionals > Governance professional careers: self-employment

Working as a self-employed governance professional

🖞 https://www.nga.org.uk/Knowledge-Centre/Governance-structure-roles-and-responsibilities/Roles-and-responsibilities/Essential-resources-for-clerks/career-pathway/... A 🖓 🎧

Many governance professionals, particularly those **working at clerking level**, choose to work on a self-employed basis. This page explores the experience of a self-employed, independent clerk and provides **links to further resources** you may find useful.

Emma's career story

Emma Gadsby provides clerking services to a number of primary school governing boards. Here, she shares her thoughts on becoming a self-employed governance professional.

How did you start your clerking career?



≲≘

I spent 15 years working in local government roles that had governance and compliance as an underpinning element, including policy development, equality and diversity, consultation and engagement, performance management and scrutiny. I had been interested in education since my son started school and often looked at non-teaching jobs

but felt that my lack of direct education experience would put me at a disadvantage. However, I saw an advert for a clerk's role at a primary academy school and decided that I had the skills they were looking for.



#NGAconf

Career pathway live tour

GOVERNANCE PROFESSIONAL

A career pathway for governance professionals - National Governance Association (nga.org.uk)

> "The pathway helps clerks and governance leads easily explain why they want to leave and what they are looking for from an employer/client. It may well prompt boards to change their approach to development and CPD in order to retain their clerk - they will lose out if they don't change."

> Matthew Clements-Wheeler, Governance Lead, Keystone Knowledge





Under consideration

- Building a profile outside of schools and education
- CPD beyond level 4 (qualifications and courses)
- Targeted work with recruiters
- Guidance on applying salary benchmarking information
- Advice on setting SLA

Let us know what you would like to see <u>clerkingmatters@nga.org.uk</u>







The expert organisation for school governors, trustees and governance professionals

Thank you!

Any questions?





www.nga.org.uk

© NGA 2022