

Staff Governor fact sheet

August 2025

Staff governor elections

- The Staff governor role is open to all staff, including support staff, not just teaching staff
- The Staff governor must be working at the school at the time of their election. They must resign from the governing board if their employment ceases before their term of office.
- Part-time and temporary staff, (not short-term supply staff) can normally stand for election and have a vote. The headteacher or chair of governing board should write/email to all staff advising of the vacancy, inviting nominations with a closing date.
- Procedures for the ballot are as for parent governors [Schedule 4, The Education Act (School Government) (England) Regulations 1999].
- If no candidates are forthcoming, the position on the governing board remains vacant and an election should be held as soon as an eligible candidate is identified.

Staff governor vacancies

Governing bodies constituted in line with the 2012 regulations must have one staff governor place on their Instrument of Government in addition to the Headteacher.

The headteacher position within the staff category is ex-officio and cannot be made available to other members of the school staff even if the headteacher declines to be a governor.

Extract from Statutory Guidance of The School Governance (Constitution) (England) Regulations 2012 and *Amendment Regulations 2017

“Staff governors (regulation 7 and Schedule 2)

Teaching and support staff who, at the time of election, are employed by either the governing board or the local authority to work at the school under a contract of employment, are eligible to be staff governors.

Staff governors are elected by this same category of school staff. They cease to hold office when they cease to be employed at the school.

It is important that prospective staff governors understand the nature of the role of a governor – and specifically that their role will not be to represent staff, nor to stand alongside the headteacher in being held to account by the governing board, but to operate as part of the governing board to provide strategic leadership and to hold the headteacher to account. It is advised that clear expectations of role and conduct are communicated and agreed upfront.”

Contact us

For **governance** queries
email: governorservices@oxfordshire.gov.uk
Phone: 0330 0249 046
For **clerking** queries
email: clerking.service@oxfordshire.gov.uk

Restrictions on the role of staff governor

There are a number of areas where the role of the staff governor differs to that of their other governors.

- Governors employed by the school are not permitted to become Chair of the governing board, although they can chair committees.
- Staff governors can sit on any of the committees but must withdraw from any discussions that relate to the performance or pay of either themselves or any other member of staff.
- We do not recommend that staff governors to fulfil any of the named governor roles (eg. Health and Safety governor) because these roles must provide an external challenge to the school.
- Staff governors would not be asked to sit on either an Exclusions Panel or Complaints Panel. In both instances, parents may feel that staff cannot be objective and staff could be put in an uncomfortable position.
- Should the governing board need to call a Selection Panel to recruit either a Deputy or Head Teacher, staff would not be able to join that Panel.
- A staff governor would not be asked to sit on any Head Teacher Performance Management Panel. Again, this is to ensure staff governors are not put into awkward situations where there could be accusations of a conflict of interest.

Despite these restrictions, the Governing Board cannot fully function without its staff governors, so despite the necessary limitations placed upon the role, there is much more that you can offer. The majority of your governor colleagues are not educational experts and look to you for advice and guidance to help them fulfil their roles.

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Removal of staff governor

As with elected parent governors, staff governors can be removed from office, but the guidance is clear – removal from office should be a last resort:

Extract from Statutory Guidance [The constitution of governing bodies of maintained schools:](#)

“Governing bodies are expected only to exercise the power to remove an elected governor in exceptional circumstances where the actions or behaviour of the elected governor warrants removal rather than suspension. The power should not be used simply to remove dissenting or challenging voices. Good governance involves asking courageous questions and offering appropriate professional challenge. A diverse range of viewpoints contributes to healthy debate and good decision making; and avoids governing boards becoming inappropriately dominated by a single narrow perspective.”

If you are considering removing a staff governor, please contact Governor Services for advice before taking action.

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