

## **Governor skills**

(taken from NGA skills audit)

### **1. Strategic leadership**

I am committed to improving education and welfare for all pupils. I understand current national education policy and the local education context. I have experience of charity law and governance. I have previous experience of being a board member in another sector or a governor/trustee in another school. I have experience of chairing a board/governing board or committee. I have experience of strategic planning and applying this to set and preserve the culture of the organisation. I am committed to the organisation's vision and ethos. I am able to question and challenge, working as part of a team to identify viable options through collective decision making. I am able to work in a professional manner, avoiding conflicts, acting with transparency and integrity. I am confident I can identify when to seek independent/professional advice. I have experience of stakeholder management and engagement including communicating with and taking account of the views of parents and pupils. I have experience of promoting community cohesion. I am proficient in prioritising, assessing and mitigating risk. I have experience of school sector risk management, including managing conflicts of interest/loyalty.

### **2. Accountability**

I understand the importance of collecting high quality data and have expertise using data to interpret/evaluate performance and identify trends to target improvement. I have expertise in curriculum development, school assessment and progress/attainment. I have experience of working with leaders to establish expectations for improvement and outcomes. I have experience of agreeing the range and format of information and data needed in order to hold leaders to account. I have experience of providing challenge to leaders on strategies for monitoring and improving behaviour and safety. I have an understanding of the board's duties in relation to safeguarding including Prevent I have an understanding of special education needs and disabilities (SEND). I have financial management expertise, with experience of funding allocation/budget monitoring and contributing to financial self-evaluation and efficiency drives. I have experience of basing funding decisions on organisational priorities and the ability to interpret financial data and question financial performance against strategic priorities. I have experience of procurement/purchasing. I have experience of property and estate-management. I have experience of HR policy and processes, including employment legislation, recruitment, performance management and pay. I have experience of school sector HR policy and processes. I have experience of change management (overseeing a merger or an organisational restructure). I have experience of preparing for and responding to external oversight. I have experience of inspection and oversight in the school sector.

### **3. People**

I am willing to devote time, enthusiasm and effort to the duties of and responsibilities of a governor/trustee. I am a strong communicator and committed to building strong collaborative relationships. I am able to discuss sensitive issues with experience of conflict resolution and influencing consensus. I am able to demonstrate a commitment to ethical behaviour and values, honesty, independence of thought and sound judgement. I am committed to equal

opportunities and the promotion of diversity. I am willing to reflect, listen and learn from a diversity of views, to receive and provide feedback and accept impartial advice.

#### **4. Structures**

I am familiar with the strategic nature of the board's functions and how this differs from and works with others including senior leaders. I have experience of reviewing governance structures.

#### **5. Compliance**

I have experience of complying with legal, regulatory and financial frameworks and statutory guidance. I understand and accept the legal duties, responsibilities of a governor/trustee. Governing boards are responsible for ensuring schools comply with a whole range of legal responsibilities. I have experience ensuring legal compliance in this way and a commitment to understanding the full range of legal responsibilities. I understand the importance of adhering to organisation policies e.g. on parental complaints or staff-discipline issues. I have the confidence and ability to speak up when concerned about non-compliance.

#### **6. Evaluation**

I am aware of my own strengths and weaknesses and committed to personal development. I have experience of evaluating board decisions and am willing to contribute to board self-review.